

AN ANALYSIS OF THE FACTORS THAT INFLUENCE NAMIBIAN
INDIVIDUAL TAXPAYERS TO PARTICIPATE IN TAX AMNESTY PROGRAMS

A THESIS SUBMITTED IN PARTIAL/ FULFILLMENT
OF THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF SCIENCE (ACCOUNTING AND FINANCE)

OF THE UNIVERSITY OF NAMIBIA

BY

VICTORINA NANDJILA SHILONGO

201507649

APRIL 2025

MAIN SUPERVISOR: PROF EUKERIA WEALTH (UNAM)

ABSTRACT

This quantitative study analysed the factors influencing Namibian individual taxpayers' decisions to participate in Namibia's tax amnesty programs. The study aimed to address the persistent challenge of low tax compliance in Namibia, particularly in the context of non-compliance among individual taxpayers. Using primary data from a sample of 375 respondents, the research investigated the effects of demographic variables (age, income level, occupation, and gender), tax knowledge, understanding, perceived fairness, transparency, awareness, and perceived tax benefits on participation in the tax amnesty program. In this study, Structural Equation Modelling technique namely "Partial Least Squares" referred as SEM-PLS was selected to test the presented hypotheses and relationships between these variables. Namibian taxpayers' participation in tax amnesties is influenced by income levels, tax knowledge and fairness, while their age and gender are not associated with this decision. Peculiar to Namibian individual taxpayers, age and gender are not important factors in influencing compliance or tax amnesty participation. The results highlighted the importance of occupation particularly for self-employed taxpayers and showed that perceived transparency held greater relevance in Namibia than in similar studies conducted elsewhere. These results illustrate the special compliance problems of self-employed taxpayers in emerging economies. The findings expand the tax compliance literature and considerations for improving the success of amnesty programs.

Keywords: Tax Amnesty, Tax Compliance, Namibia, Structural Equation Modelling, Taxpayer Awareness, Amnesty Participation.

ACKNOWLEDGEMENT

First and foremost, I thank God Almighty for His everlasting, loving, and gentle presence. I am grateful for the grace, mercy, and strength He bestowed upon me to complete this thesis. Heartfelt thank you to my supervisor Prof Eukeria Wealth, who generously availed her time and wisdom. I am deeply appreciative of Mr David Andrew and Mr Joseph Negonga, NamRA's Seniors, who promptly provided the information needed to successfully complete this research. Mr Andrew Shikongo your guidance too means a lot.

To my family specifically my mother, Martha Elias and my sister Elizabeth Shilongo, who wholeheartedly took up the role to care for my son as I strive to juggle two jobs and meet the demands required of a full-time student. A special thank you to my son, for the joy you bring into my life, you fuel my cup. My sister Magdalena Shilongo, your advice and wisdom have been invaluable - thank you for continuously filling my cup throughout this thesis journey.

Lastly, I would like to thank Dr Dzingirai, for reviewing my objectives and questionnaires from a Statistician perspective. Your assistance has a significant impact on my thesis. To my entire family, friends and colleagues at EY Namibia, specifically the Tax and Consulting departments, thank you for your support during the data collection process - your assistance truly eased the workload.

DEDICATION

This thesis and all the effort it took to finish it is dedicated to my baby boy, Donatius Hendrick Tetanga Shikomba, he served as a constant source of motivation and encouragement especially when times seemed futile. Being his mother is a precious gift as it drives me to achieve more than I thought I possibly can achieve.

DECLARATION

I, Victorina N. Shilongo, hereby declare that this study is my own work and is a true reflection of my research, and that this work, or any part thereof has not been submitted for a degree at any other institution.

No part of this thesis/dissertation may be reproduced, stored in any retrieval system, or transmitted in any form, or by means (e.g. electronic, mechanical, photocopying, recording or otherwise) without the prior permission of the author, or The University of Namibia in that behalf.

I, Victorina N. Shilongo, grant The University of Namibia the right to reproduce this thesis in whole or in part, in any manner or format, which The University of Namibia may deem fit.

<u>Victorina Nandjila Shilongo</u>		<u>April 2025</u>
Name of Student	Signature	Date

TABLE OF CONTENTS

ABSTRACT	ii
ACKNOWLEDGEMENT	iii
DEDICATION	iv
DECLARATION	v
LIST OF TABLES	x
LIST OF FIGURES	xi
CHAPTER 1: INTRODUCTION AND BACKGROUND OF THE STUDY	1
1.1 Introduction and Background.....	1
1.2 Problem Statement.....	4
1.3 Research Objectives	5
1.4 Hypotheses of the study	6
1.5 Significance of the study.....	7
1.6 Limitations of the Study	8
1.7 Delimitation of the study	9
1.8 Chapter Outline	12
CHAPTER 2: LITERATURE REVIEW	13
2.1 Introduction.....	13
2.2 Key Concepts	13
2.2.1 Tax Compliance	13
2.2.2 Tax Amnesty.....	15
2.2.3 Willingness to Participate in Tax Amnesty	19
2.2.4 Demographic Variables.....	20
2.2.5 Taxpayer Understanding and Knowledge	22
2.2.6 Taxpayers' awareness and perceived tax benefits	23
2.2.7 Perceived Fairness and Transparency	26
2.3 Theoretical Framework.....	28
2.3.1 Attribution Theory	28
2.3.2 Theory of Planned Behaviour (TPB)	31
2.3.3 Economic Deterrence Model	33
2.4 Conceptual Framework.....	36

2.5 Empirical Studies on Tax Amnesty Programs	39
2.5.1 Demographic Variables.....	42
2.5.2 Knowledge and Understanding.....	51
2.5.3 Perceived Fairness and Transparency	56
2.5.4 Awareness and Perceived Benefits	60
2.6 Chapter Summary	65
CHAPTER 3: RESEARCH METHODOLOGY	66
3.1 Introduction.....	66
3.2 Research Philosophy and Approach.....	66
3.3 Research Design	67
3.4 Population and Sampling	67
3.4.1 Target Population.....	67
3.4.2 Sample Size Determination	67
3.4.3 Sampling Technique.....	68
3.5 Data Collection Methods	68
3.5.1 Primary Data Collection.....	68
3.5.2 Secondary Data Collection	69
3.6 Questionnaire Development and Administration	69
3.6.1 Questionnaire Design	69
3.6.2 Pre-testing.....	70
3.6.3 Administration	71
3.7 Data Analysis	71
3.8 Validity and Reliability.....	71
3.8.1 Validity.....	71
3.8.2 Reliability	72
3.9 Ethical Considerations	72
3.10 Chapter Summary	73
CHAPTER 4: DATA ANALYSIS, PRESENTATION AND DISCUSSION OF RESULTS.....	74
4.1 Introduction.....	74
4.2 Data Collection and Analysis Techniques	74
4.3 Descriptive Statistics	75
4.4 Reliability and Validity of Constructs	81
4.5 Structural Equation Model Results.....	82
4.5.1 Model Fit	82

4.5.2 Hypothesis Testing.....	83
4.6 ANOVA Testing for Demographic Variables.....	86
4.6.1 Assumptions of ANOVA	86
4.6.2 ANOVA Results	86
4.6.3 Interpretation of ANOVA Results	87
4.7 Discussion of Findings	88
4.7.1 Demographic Variables and Participation in Tax Amnesty Programs	88
4.7.2 Tax Knowledge and Awareness	91
4.7.3 Perceived Fairness and Transparency	93
4.8 Multiple Regression Analysis	95
4.8.1 Model Specification	95
4.8.2 Regression Results	95
4.8.3 Interpretation of Results	96
4.8.4 Model Fit and Diagnostics.....	98
4.8.5 Conclusion	98
4.9 Chapter Summary	98
CHAPTER 5: SUMMARY, CONCLUSION, AND RECOMMENDATIONS	101
5.1 Introduction.....	101
5.2 Summary of Findings	101
5.3 Conclusion	103
5.3.1 Acceptance or Refutation of Hypotheses	103
5.3.2 Theoretical Framework and Implications.....	108
5.3.3 Novel Findings.....	113
5.3.4 Peculiarities of Namibian Taxpayers and Amnesty Programs	116
5.4 Recommendations	117
5.4.1 Recommendations for Policymakers and NamRA	117
5.4.1.1. Enhance Taxpayer Education and Awareness Campaigns.....	117
5.4.1.5. Build Long-Term Trust and Transparency	118
5.4.2 Recommendations for Taxpayers	118
5.5 Areas for Future Research	118
5.6 Conclusion	121
REFERENCES	122
APPENDICES.....	134
APPENDIX A: ETHICAL CLEARANCE FROM UNAM.....	134

APPENDIX B: NAMRA AUTHORISATION LETTER135

**APPENDIX C: QUESTIONNAIRE FOR NAMIBIAN INDIVIDUAL
TAXPAYER.....136**

LIST OF TABLES

Table 4.1: Demographic Profile of Respondents.....75

Table 4.2: Cronbach's Alpha Coefficients for Reliability Testing...82

Table 4.3: ANOVA Results Based on Demographic Variables.....83

Table 4.4: Multiple Regression Analysis Results for Independent Variables.....96

LIST OF FIGURES

Figure 2.1: Relationship between Independent Variables and Dependent Variable diagram....	38
Figure 4.1: Pie Chart of Gender Distribution Among Respondents.....	77
Figure 4.2: Bar Graph of Age Group Distribution.....	78
Figure 4.3: Pie Chart of Education Level Distribution.....	79
Figure 4.4: Pie Chart of Types of Individual Taxpayers Distribution Among Respondents...	80
Figure 4.5: Bar Graph of Occupation Distribution Among Respondents.....	80
Figure 4.6: Pie Chart of Income Level Distribution Among Respondents.....	81

LIST OF ABBREVIATIONS AND ACRONYMS

SEM: Structural Equation Modeling

PLS: Partial Least Squares

NamRA: Namibia Revenue Agency

ANOVA: Analysis of Variance

N\$: Namibian Dollar

β : Beta Coefficient

p: Probability Value

CHAPTER 1: INTRODUCTION AND BACKGROUND OF THE STUDY

1.1 Introduction and Background

Taxation is a cornerstone of public finance, it serves as a primary source of government revenue in nations worldwide (Ortiz-Ospina & Roser, 2020). The role of taxation goes beyond revenue generation; it plays a pivotal role in redistributing wealth, promoting economic stability, and funding essential public services like healthcare, education, and infrastructure development (Sandy, 2019). Tax systems are complex, dynamic, and continually evolving in response to economic, social, and political factors (Keen & Kim, 2022).

The tax landscape in Namibia characterised by complex interplay of regulations and obligations that individual taxpayers must navigate, presenting varied challenges. According to the Namibia Revenue Agency (NamRA), taxation forms a substantial portion of the governments' revenue, contributing significantly to funding vital public services and developmental initiatives (NamRA Annual Report, 2021). However, despite these revenue needs, non-compliance among individual taxpayers remains a persistent issue. Findings from the Namibian Taxation Review Report indicate instances of underreporting, late filing, and evasion among taxpayers (Ministry of Finance, 2019).

Despite the increasing importance of taxation, Namibia's tax ratio to GDP compared to other developing economies remains low (OECD, 2022). OECD data indicates a decline in Namibia's tax-to-GDP ratio from 20.2% in 2019 to 18.5% in 2020, suggesting the need for policy interventions to bolster revenue collection and fiscal stability. Personal income tax, a crucial component of Namibia's tax revenue, was the largest contributor in 2022, accounting for 25% of the total revenue (Ministry of

Finance, 2022/2023). The significance of personal income tax underscores the importance of individual taxpayer compliance to ensure a stable revenue stream for the government. Tax compliance is a critical issue for many countries, particularly developing nations like Namibia, where tax revenue is the source to fund public services and infrastructure development (Sandy, 2020). Non-compliance, including tax evasion and avoidance, undermines the revenue base and hampers economic development. Tax amnesty programs are one of several strategies employed to improve compliance, alongside measures such as improved tax administration, increased penalties for evasion, and taxpayer education initiatives (Baumgartner & Biedenkopf, 2021).

Globally, tax amnesty programs effectiveness is varied. In the United States, tax amnesty programs at both federal and state level yield mixed results. While some programs have succeeded in recovering substantial amounts of unpaid taxes, others have fallen short of their goals due to insufficient participation (Alm & Beck, 2019). In Italy, tax amnesty programs have been a recurring feature within the tax system, it is often used as a tool to address chronic issues of tax evasion and to regularise undeclared income (Dyah, 2021). Similarly, South Africa has utilised tax amnesty programs to encourage compliance among taxpayers, with varying degrees of success (Rossouw, 2019).

Namibia introduced a tax amnesty policy in 2021, targeting both individual and business taxpayers. According to NamRA (2024), the primary objective of this programme was to combat non-compliance, recover unpaid taxes, increase e-filers and offer relief. Efforts have proven unsuccessful due to low participation, which suggests

the presence of underlying factors influencing taxpayers' decision (NamRA Tax Amnesty tracking registry,2024).

Research on tax amnesty programs has highlighted potential limitations of such amnesties. Alm & Malézieux (2021) found that while tax amnesties can provide immediate fiscal benefits, they may also create expectations of future amnesties, potentially undermining long-term compliance. Similarly, Luitel & Sobel (2019) highlight the effectiveness of amnesty programs which the found is reliant on their design, particularly in terms of fairness and incentives offered to participants. This study responds to the work of Langenmayr, Haufler, & Walch (2019), who advocate regular evaluation of tax amnesty programs to help tax authorities assess their impact and adjust improve performance. Establishing robust monitoring and evaluation mechanisms is essential for improving the effectiveness of tax amnesty programs and strengthening tax administration. This study adopts a quantitative research approach using primary data collected through structured questionnaires. The target population includes Namibian individual taxpayers, with a sample size of 375 respondents selected using stratified random sampling. Data collection was conducted via online and physical surveys. The study employs Structural Equation Modeling (SEM) using the Partial Least Squares (PLS) technique for hypothesis testing and model evaluation. The choice of SEM-PLS is justified by its ability to analyse complex relationships between latent variables, making it suitable for studying behavioural determinants in tax amnesty participation. Further details on the methodology are elaborated in Chapter 3. This study is guided by Attribution Theory (Heider, 1958; Kelley, 1967), the Theory of Planned Behaviour (Ajzen, 1991), and the Economic Deterrence Model (Allingham & Sandmo, 1972). These theories provide insight into taxpayer decision-making and compliance behaviour. The Attribution Theory explains how individuals

interpret the reasons behind their non-compliance, while the Theory of Planned Behaviour highlights the role of attitudes, subjective norms, and perceived control in influencing tax amnesty participation. The Economic Deterrence Model focuses on how penalties and incentives shape compliance behaviour. These frameworks underpin the study's investigation into the factors that influence participation in tax amnesty programs.

To ensure conceptual clarity, key terms are operationally defined as follows:

1.1.1 Tax Amnesty: A government policy that allows taxpayers to disclose undeclared income or correct tax non-compliance in exchange for reduced penalties and legal relief (Alm & Beck, 2021).

1.1.2 Willingness to Participate in Tax Amnesty: The extent to which an individual taxpayer is likely to take part in a tax amnesty program when offered by tax authorities (Fjeldstad et al., 2020).

1.1.3 Perceived Fairness: Taxpayers' belief that the amnesty program is just and equitably implemented without bias (Murphy, 2019).

1.1.4 Perceived Transparency: The degree to which the rules, requirements, and benefits of the tax amnesty program are clearly communicated and applied consistently (Alm & Malézieux, 2021).

1.2 Problem Statement

The Namibia Taxation Review Report (2019) by the Ministry of Finance has underscored a persistent issue of non-compliance with tax laws among individual taxpayers, posing significant challenges to effectively collect revenue in Namibia. This non-compliance threatens the government's capacity to finance essential public

services and drive development initiatives. Although tax amnesty programs have been introduced as a potential solution to enhance compliance, participation among Namibian individual taxpayers remains alarmingly low, with only 6.3% enrolled, as reported by the NamRA Taxpayer Registry in 2024. This low participation rate points to underlying, yet poorly understood factors influencing taxpayers' decisions. While existing studies have explored various determinants of taxpayer behaviour, including demographics, tax knowledge, and perceptions of fairness, there is a noticeable gap in research specifically tailored to the Namibian context. Lack of context-specific insights limits the effectiveness of tax amnesty programs, thus hampering governments' ability to secure revenue for essential public services.

1.3 Research Objectives

The main objective was to analyse the factors that influence the Namibian Individual Taxpayers to participate in Tax Amnesty Program.

Secondary Objectives:

1. To investigate the effect of demographic variables (age, income level, occupation, and gender) on individual taxpayers' decisions to participate in the tax amnesty program.
2. To examine the influence of taxpayers' knowledge and understanding on their decisions to participate in the tax amnesty program.
3. To assess the influence of taxpayers' awareness and perceived tax benefits on their decisions to participate in the tax amnesty program.
4. To analyse the role of perceived fairness and transparency of the tax amnesty program on taxpayers' participation decisions.

1.4 Hypotheses of the study

This study tested the following hypotheses.

H1₀: There is a significant relationship between age and individual taxpayers' decisions to participate in the tax amnesty program.

H2₀: There is a significant relationship between income level and individual taxpayers' decisions to participate in the tax amnesty program.

H3₀: There is a significant relationship between occupation and individual taxpayers' decisions to participate in the tax amnesty program.

H4₀: There is a significant relationship between gender and individual taxpayers' decisions to participate in the tax amnesty program.

H5₀: Taxpayers' knowledge positively affects their decisions to participate in the tax amnesty program.

H6₀: Taxpayers' understanding positively affects their decisions to participate in the tax amnesty program.

H7₀: Higher perceived fairness of the tax amnesty program is positively associated with the decision to participate.

H8₀: Higher perceived transparency of the tax amnesty program is positively associated with the decision to participate.

H9₀: Greater awareness of the tax amnesty program is positively associated with the decision to participate.

H10₀: Higher perceived tax benefits of the tax amnesty program are positively associated with the decision to participate.

1.5 Significance of the study

This study is of substantial significance to the field of taxation and governmental fiscal management in Namibia. It addresses key issues related to tax compliance behaviour and the impact of policy interventions, particularly the tax amnesty program. Understanding the factors that influence individual taxpayers' decisions to participate in tax amnesty programs is crucial for both policymakers and tax authorities, particularly in developing countries like Namibia. Recent research highlights the multifaceted benefits of well-designed and effectively implemented tax amnesty programs.

In the Namibian context, it is essential to analyse these factors to understand the specific barriers and motivators for individual taxpayers. The findings of this study can provide valuable insights for policymakers and tax authorities to design more effective amnesty programs that address the unique characteristics and needs of Namibian taxpayers. By identifying and analysing these, this study aims to contribute to broader literature on tax compliance and amnesty programs and offer practical recommendations to improve tax policy in Namibia.

Enhancing tax compliance through amnesty programs can lead to significant increases in government revenue. D'Agosto, Manzo, & Mazzocchi (2019) highlight that economic downturns can impact taxpayers' ability to comply with tax obligations and well-structured amnesty programs can serve as a lifeline for governments' seeking to bolster their revenue during challenging times.

In summary, this study is significant as it aims to deepen the understanding of taxpayer behaviour within the context of tax amnesty programs in Namibia. It offers actionable insights for enhancing program design and implementation, which can lead to

increased revenue, greater compliance, and a more efficient and transparent tax system.

1.6 Limitations of the Study

While this study aims to provide valuable insights into the factors influencing Namibian individual taxpayers' decisions to participate in tax amnesty programs, the researcher acknowledges several limitations. These limitations could potentially impact the generalizability and scope of the findings. Below are the identified limitations and potential mitigations:

1. Data Collection Method:

- **Limitation:** The reliance on self-reported data through questionnaires may introduce biases, such as social desirability bias, where respondents might provide answers, they believed are socially acceptable rather than their true opinions or behaviours. Additionally, there is risk of response bias, where participants may not be entirely truthful or may interpret questions differently.
- **Mitigation:** Questionnaires used to collect data were anonymous and ensured confidentiality, thus encouraged honest responses and reduced social desirability bias.

2. Data Analysis:

- **Limitation:** The analytical methods used in the study include statistical tests and regression models, both had limitations in capturing the complexity of taxpayers' behaviour.

- **Mitigation:** Future research could employ advanced statistical techniques or machine learning models to uncover more nuanced relationships and interactions among variables.

In summary, while this study contributes valuable insights into the factors influencing Namibian taxpayers' participation in tax amnesty programs, these limitations should be considered when interpreting results and planning future research.

1.7 Delimitation of the study

The study defined its scope to maintain focus and ensure the feasibility of its research objectives. These boundaries were intentionally set to concentrate on specific aspects and to keep the study manageable. The delimitations of this study, which examines the factors influencing Namibian individual taxpayers' decisions to participate in tax amnesty programs, are as follows:

1. Geographical Scope:

- The study is confined to Namibia. This geographical delimitation ensures that the research is context-specific, focusing on the unique socio-economic and cultural factors influencing taxpayer behaviour within Namibia. While this allows for a detailed and contextual analysis, it also means that the findings may not be directly applicable to other countries.

2. Population:

- The study specifically targets individual taxpayers, it does not include corporate taxpayers or businesses. This delimitation is important due to factors influencing individual taxpayers' decisions are different to those

affecting corporate entities. By focusing on individual taxpayers, this study aims to provide insights that are directly relevant to this group.

3. Variables:

- The research focuses on specific variables believed to influence taxpayer participation in amnesty programs, namely demographic variables (age, income level, occupation, and gender), knowledge and understanding of tax amnesty, awareness and perceived tax benefits, and perceived fairness and transparency of the tax amnesty program. Other potential variables such as cultural norms, political climate, and specific economic conditions, are not analysed in order to maintain a manageable scope.

4. Time Frame:

- The duration of data collection for the study is from 2020 to 2024, falling within the implementation period of the tax amnesty. This temporal delimitation is necessary to ensure that the research is feasible and to control changes over time.

5. Methodology:

- The study employs a quantitative research design utilising structured questionnaires for data collection. While this approach allows for statistical analysis and generalisation of findings, it may not capture the depth and complexity of taxpayers' motivations and attitudes that qualitative methods could reveal. The choice of a quantitative method is intended to provide a broad overview of the factors influencing tax amnesty participation.

6. Theoretical Framework:

- The study is grounded in key theories related to tax compliance and behaviour, these include attribution theory, the theory of planned behaviour and the economic deterrence model. These frameworks guide the selection of variables and the interpretation of findings. Other theoretical perspectives which might provide alternative explanations for taxpayer behaviour are not included.

By setting these delimitations, the study aims to offer focused and relevant insights into the factors influencing individual taxpayers' participation in tax amnesty programs in Namibia. While these boundaries help maintain the scope and feasibility of the research, they also highlight potential areas for further exploration in future studies contributing to a more comprehensive understanding of the topic.

1.8 Chapter Outline

The following is an outline of how chapters are arranged together with a brief outline of some of the main aspects expected in the respective chapters:

Chapter One: This chapter of the study dwells much on the orientation of the study. The introduction contextualises the topic by describing the research problem and the main purpose of the study, and study objectives are clarified. It presents a brief overview of the research report, laying the foundation for the whole study.

Chapter Two: This chapter presents a review of the literature related to the study. It also highlights the conceptual as well as theoretical frameworks of the study.

Chapter Three: This chapter discusses the procedures which have been followed during the study. It is the blueprint of the research methodology.

Chapter Four: This chapter of the study focuses on data presentation, interpretation, and analysis. Data collected is categorised, presented, interpreted, and analysed into different thematic sections. It discusses the results and findings that emerged from the questionnaire in relation to existing literature. Results are presented in the form of tables, figures, and quotations to answer the research questions underpinning the study.

Chapter Five: This final chapter of the study dwells on the project report conclusion. A summary and recommendations for future research, practice and theories have been proposed.

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

This chapter provides a comprehensive review of the literature on tax amnesty programs, with a specific focus on factors influencing individual taxpayers' participation. It begins by defining key concepts, followed by an examination of relevant theories. The review then explores empirical studies on tax amnesty programs globally and within the African context, before delving into specific factors that influence participation. The chapter concludes with a synthesis of the literature, identifying gaps, developing the hypotheses, and presenting a conceptual framework that guides this study.

2.2 Key Concepts

2.2.1 Tax Compliance

Tax compliance refers to the degree to which taxpayers meet their obligations under tax law, including the accurate reporting of taxable income, timely filing of returns, and payment of taxes owed (Slemrod, 2019). It is influenced by various factors, such as the perceived fairness of the tax system, the level of enforcement, and taxpayers' knowledge of tax laws (Torgler, 2019). One of the primary determinants of tax compliance is the perceived fairness of the tax system. When taxpayers believe the system is equitable and that their contributions are justly allocated, they are more likely to comply voluntarily (Torgler, 2019).

Compliance can be divided into two main types: voluntary and enforced. Voluntary compliance is when taxpayers willingly meet their tax obligations without the need for coercion. This type of compliance is typically fostered by a positive perception of the tax system, effective communication from tax authorities, and an understanding of the

benefits of paying taxes. Taxpayers who voluntarily comply are more likely to view their tax contributions as a civic duty and a contribution to the common good (Mascagni et al., 2020).

Enforced compliance, on the other hand, is achieved through government monitoring and the imposition of penalties for non-compliance. This includes audits, fines, and other enforcement measures designed to ensure that taxpayers meet their obligations. Kirchler et al. (2019) while enforcement measures are necessary to deter non-compliance, they should be balanced with efforts to foster voluntary compliance to avoid creating an adversarial relationship between taxpayers and tax authorities.

The interplay between voluntary and enforced compliance is crucial for maintaining high levels of tax compliance. Effective enforcement measures can serve as a deterrent to non-compliance, but they are often more effective when complemented by strategies that promote voluntary compliance (Mascagni et al., 2020). Measures such as clear communication on tax obligation, transparent processes, and taxpayer education can enhance voluntary compliance and reduce the reliance on punitive measures.

Slemrod (2019) highlights the importance of tax compliance for the overall seamless functioning of the tax system. High levels of compliance ensure stable revenue for governments to fund essential services and infrastructure projects. When compliance rates are low, it can lead to revenue shortfalls, which may affect public service delivery and increase the burden on compliant taxpayers.

Additionally, Torgler (2019) discusses several factors that influence tax compliance, including taxpayers' knowledge of tax laws and the perceived effectiveness of tax enforcement. Tax authorities that invest in educating taxpayers about their obligations and provide clear guidance on compliance are likely to achieve higher levels of

voluntary compliance. Furthermore, effective enforcement mechanisms perceived as fair and consistent can enhance overall compliance rates by deterring potential evaders. In summary, tax compliance is crucial for the proper functioning of a tax system and the provision of public services. It encompasses both voluntary adherence to tax obligations and enforced measures to ensure compliance. Understanding the factors that influence compliance such as perceived fairness and the effectiveness of enforcement is essential for designing effective tax policies and fostering a culture of compliance among taxpayers.

2.2.2 Tax Amnesty

Several scholars have defined tax amnesty differently. Alm et al. (2021) describe tax amnesty as a temporary program that allows delinquent taxpayers to settle their outstanding tax obligations with reduced penalties. Luitel & Sobel (2019) emphasize the role of tax amnesties in increasing immediate tax revenue while highlighting their potential drawbacks, such as reduced long-term compliance. Baer & Le Borgne (2019) suggest that well-structured amnesties can encourage future compliance by integrating taxpayers into the formal tax system.

However, tax amnesties can be controversial, as they may create a moral hazard if taxpayers believe that future amnesties will allow them to avoid full compliance (Luitel & Sobel, 2019). Nonetheless, when implemented effectively, tax amnesty programs can serve as a powerful tool for enhancing voluntary compliance and increasing government revenue (Alm & Beck, 2021). For the purpose of this study, tax amnesty is defined as a temporary government initiative that allows individual taxpayers to declare unpaid taxes or correct prior non-compliance, often in exchange for penalty relief and reduced legal consequences (Torlger,2021). This definition

aligns with Namibia's tax amnesty objectives and captures the essence of similar programs worldwide.

The essence of tax amnesty lies in its ability to offer remission from the usual punitive measures associated with tax evasion. By reducing or eliminating penalties and interest, tax authorities can create a more appealing option for taxpayers who might otherwise continue to evade taxes (Luitel & Sobel, 2019). This strategy not only aims to boost immediate revenue collection but also seeks to improve long-term tax compliance by encouraging taxpayers to come forward and settle their outstanding liabilities (Mascagni et al., 2020). The temporary nature of amnesty programs, coupled with the promise of reduced penalties, acts as a strong motivator for taxpayers to take advantage of the offer while it is available.

Tax amnesty programs are often introduced during periods of fiscal stress or when governments seek to enhance compliance rates. According to Baer & Le Borgne (2019), these programs are designed to broaden the taxpayer base by converting previously hidden income into declared income. This process helps governments to recover lost revenue and ensures taxpayers who previously avoided compliance are brought into the tax system (Mascagni et al., 2020). Additionally, successful amnesty programs can improve the overall tax culture by reinforcing the idea that tax compliance is the norm, and that non-compliance has consequences. Below are the different types of tax amnesties:

2.2.2.1. General Amnesty:

A general tax amnesty offers a blanket opportunity for all taxpayers, regardless of the type of tax, to voluntarily disclose unreported income or correct prior returns. This form of amnesty typically applies to income tax, value-added tax (VAT), and other

taxes. General amnesties are used to boost short-term revenue collections while encouraging long-term compliance (Baer & Le Borgne, 2019). Namibia's 2021 tax amnesty program is an example of this and is aimed at addressing widespread non-compliance.

2.2.2.2 Specific Amnesty:

A specific amnesty focuses on a distinct type of tax or group of taxpayers. For instance, an amnesty might only target corporate taxpayers or focus solely on a particular tax like capital gains tax. Specific amnesties allow tax authorities to address compliance issues within a targeted sector or tax type (Alm & Malézieux, 2021). These programs are often more focused and may yield higher compliance rates within the selected target group.

2.2.2.3. Permanent Amnesty:

Permanent tax amnesties provide continuous or recurring opportunities for taxpayers to come forward and regularise their tax status without facing full penalties. This form of amnesty may be institutionalised, offering ongoing leniency to non-compliant taxpayers (Luitel & Sobel, 2019). However, the risk associated with permanent amnesties is that they can undermine regular tax enforcement and create expectations of future leniency among taxpayers.

2.2.2.4. One-Time or Temporary Amnesty:

A one-time amnesty, also known as a temporary amnesty, is offered for a fixed period and is not expected to be repeated. It provides a limited-time opportunity for taxpayers to disclose unreported income, often accompanied by the threat of increased penalties for non-compliance once the amnesty period concludes (Alm et al., 2020). Temporary

amnesties are commonly employed to address short-term fiscal deficits or to incentivize compliance during economic downturns.

2.2.2.5. Offshore Amnesty:

An offshore amnesty allows taxpayers to declare offshore or foreign-held assets without the fear of facing legal repercussions. These programs are increasingly common in the wake of international efforts to crack down on tax evasion through offshore accounts (Langenmayr et al., 2019). Offshore amnesties provide tax authorities with an opportunity to recover previously hidden wealth thus deploying it into the domestic tax base.

2.2.2.6. Penalty Reduction Amnesty:

This form of amnesty does not waive full tax liability but rather offers reduced penalties and interest rates. Penalty reduction amnesties encourage taxpayers to settle outstanding tax debts while ensuring they pay a significant portion of what is owed (Mascagni et al., 2020). These amnesties are often viewed as more equitable, as they maintain the principle of tax liability while providing some relief to non-compliant taxpayers.

2.2.2.7. Debt Forgiveness Amnesty:

In certain cases, tax authorities may grant full or partial forgiveness of tax debts to specific categories of taxpayers, especially those experiencing financial hardship. Debt forgiveness amnesties are generally implemented to relieve pressure on low-income taxpayers or small businesses that are struggling to meet their tax obligations (Alm & Beck, 2021). These amnesties are often seen as compassionate measures to alleviate economic burdens while fostering a more compliant taxpayer base in the long run.

Although tax amnesty programs are beneficial, they are also accompanied by criticism. One of the primary concerns is the potential for moral hazard, this happens when taxpayers expect future amnesty programs will relieve them of their tax liabilities. Luitel & Sobel (2019) highlight that repeated amnesty offers can undermine the deterrent effect of regular penalties and enforcement measures, thus potentially leading to a culture of compliance evasion. Taxpayers may delay or avoid compliance, anticipating future opportunities to settle their liabilities under more favourable terms. While the potential for moral hazard exists, effective implementation and clear communication can mitigate these risks and maximise the benefits of amnesty programs. By providing a structured opportunity for taxpayers to correct their tax positions, governments can enhance revenue collection and promote a culture of tax compliance.

2.2.3 Willingness to Participate in Tax Amnesty

Willingness to participate in tax amnesty refers to a taxpayer's intention or readiness to engage in a tax amnesty program offered by the government (Fjeldstad et al., 2020). This concept is influenced by various factors, including the perceived benefits of the amnesty, the perceived fairness and transparency of the program, and the individual's awareness and knowledge of the tax laws (Alm & Beck, 2021). Willingness to participate is also shaped by psychological factors, such as the taxpayer's attitudes toward tax compliance and their perceptions of the risks associated with non-participation (Gangl et al., 2019). Studies indicate that when taxpayers perceive the amnesty as a genuine opportunity to rectify past non-compliance with favourable conditions, their willingness to participate increases significantly (Luitel & Sobel, 2019). Conversely, if taxpayers view the amnesty as unfair or expect future amnesties, their willingness to participate may decrease (Baer & Le Borgne, 2019).

Understanding the factors that drive willingness to participate is crucial for designing effective amnesty programs that maximise taxpayer engagement and compliance (Fjeldstad et al., 2020).

Willingness to participate in tax amnesty programs reflects a taxpayer's readiness and intention to engage with these programs when they are offered by the government. This concept is influenced by a range of factors including the perceived benefits of the amnesty, the fairness and transparency of the program, and the taxpayer's awareness and knowledge of tax laws (Alm & Beck, 2021). Additionally, Luitel & Sobel (2019) state that psychological factors such as attitudes towards tax compliance and perceptions of risks associated with non-participation play a significant role.

2.2.4 Demographic Variables

Demographic variables refer to the statistical characteristics of populations such as age, gender, income level, occupation, and education (Ajen, 2020). These variables are commonly used in research to categorise and analyse data based on the attributes of different groups within a population. Understanding demographic variables is crucial as it helps to identify patterns and variations in behaviour, decision-making, and responses to specific programs, including tax amnesty initiatives (Babbie, 2021). Demographic variables, such as age, income level, occupation, and gender, can significantly influence an individual's decision to participate in tax amnesty programs (Ajen, 2020).

Age is a crucial demographic factor affecting tax amnesty participation. Nguyen et al. (2020) found that younger taxpayers are often less inclined to participate in tax amnesty programs. This reluctance may stem from lower income levels and a perception that the benefits of participation are less substantial for younger individuals.

Income level is another significant demographic variable influencing participation in tax amnesty programs. Alm & Malézieux (2021) highlight that higher-income individuals are generally more inclined to participate because the financial stakes are higher, and the potential benefits of reduced penalties are more substantial.

Occupation also impacts participation decisions, particularly when considering the complexity of tax situations. Bahl & Wallace (2020) found that self-employed individuals and business owners often have more intricate tax affairs compared to salaried employees. This complexity can make amnesty programs more attractive to self-employed taxpayers, who may face higher risks of non-compliance and substantial tax liabilities.

Gender differences in tax compliance and amnesty participation have been observed, although findings in this area are somewhat mixed. Hasseldine & Hite (2021) suggest that women may exhibit higher compliance rates compared to men, potentially due to differing attitudes towards risk and compliance. Women might be more cautious and compliant, which could influence their willingness to participate in tax amnesty programs. However, other studies have shown inconsistent results, indicating that gender alone may not be a strong predictor of participation without considering influence posed by other factors (Hasseldine & Hite, 2021).

Overall, understanding how demographic variables affect participation in tax amnesty programs is crucial when designing targeted outreach and engagement strategies. By recognising specific motives and barriers faced by different demographic groups, tax authorities can tailor their programs to improve addressing the needs and concerns of various taxpayer segments. This approach can enhance the effectiveness of tax

amnesty programs and improve overall participation by ensuring programs appeal to a diverse range of taxpayers.

2.2.5 Taxpayer Understanding and Knowledge

Understanding and knowledge of tax laws and amnesty programs are critical factors in determining taxpayer compliance and participation. Taxpayers who are well-informed about their tax obligations and the benefits of participating in amnesty programs are more likely to take advantage of these opportunities (Alm & Beck, 2021). Lack of awareness or the misunderstanding of amnesty program benefits and requirements can lead to low participation (Fjeldstad et al., 2020). Effective communication strategies along with taxpayer education initiatives are critical for tax amnesty programs to yield positive results (Luitel & Sobel, 2019). Additionally, studies have shown that the more knowledgeable taxpayers are on tax laws and their rights and responsibilities, the likelihood to comply voluntarily increases (Torgler, 2019; Kirchler et al., 2019).

Taxpayer knowledge encompasses a deeper understanding of tax laws, rights, and responsibilities. Knowledgeable taxpayers are more likely to recognise the value of tax amnesty programs thus prompting active participation. Alm & Beck (2021) emphasise that well-informed taxpayers are more inclined to engage in amnesty programs because they understand the benefits and implications of their participation. Knowledge about tax laws and the details of the amnesty program enables taxpayers to make informed decisions and act on opportunities to rectify past tax issues.

Effective communication strategies are essential for improving taxpayer awareness. Luitel & Sobel (2019) argue that targeted outreach efforts, including media campaigns, public information sessions, and direct communication from tax authorities, can

significantly enhance awareness and levels of participation. By providing clear and accessible information on amnesty programs, tax authorities can reach a broader audience and encourage taxpayers to comply.

Educational initiatives also play a critical role in increasing taxpayer knowledge. Torgler (2019) and Kirchler et al. (2019) found that when taxpayers are educated about their tax obligations and the benefits of compliance, they are more likely to engage in voluntary compliance and participate in amnesty programs. Training sessions, workshops, and informational resources can help taxpayers understand the complexities of tax laws and the advantages that come with participating in amnesty programs, thus fostering a culture of compliance.

In summary, taxpayer understanding and knowledge is fundamental to the success of tax amnesty programs. By enhancing awareness through effective communication and improved knowledge through educational initiatives, tax authorities can boost participation rates and overall compliance. Ensuring that taxpayers are well-informed about their tax obligations and the benefits of amnesty programs can lead to higher engagement and effective resolutions for past non-compliance issues.

2.2.6 Taxpayers' awareness and perceived tax benefits

Taxpayer Awareness refers to the knowledge and understanding taxpayers have about tax amnesty programs, including their existence, eligibility requirements, deadlines, and specific benefits (Alm & Malézieux, 2021). A high degree of awareness is essential for the success of any amnesty initiative, as it ensures that taxpayers are not only informed about the opportunity but are also motivated to take advantage of it. Studies show that when taxpayers are well-informed, the likelihood of their participation in such programs significantly increases (Fjeldstad et al., 2020). Conversely, limited

awareness or misconceptions about the program's benefits can hinder participation, as taxpayers may overlook the opportunity or fail to grasp its potential advantages (Alm & Beck, 2021).

Awareness campaigns through the use media outlets, government publications, or direct communication from tax authorities, play a pivotal role in disseminating information on amnesty programs (Alm & Malézieux, 2021). These efforts aim to clearly articulate objectives, benefits, and requirements of the amnesty thus ensure taxpayers are not misinformed or confused. Tax authorities are often faced with the challenge to reach marginalised groups or taxpayers residing in remote areas, whose access to information is limited thus resulting in poor participation. Therefore, to avoid this, tailored communication strategies which include mass media, digital platforms, and in-person contact are key methods to raise awareness and promote amnesty program participation (Luitel & Sobel, 2019).

Simply knowing that an amnesty program exists is not sufficient, taxpayers must understand the specific benefits and incentives offered. This is where the concept of perceived tax benefits comes into play. Perceived tax benefits refer to the advantages taxpayers believe they will gain by participating in the program (Alm & Malézieux, 2021). These benefits typically include reduced penalties for previous non-compliance, waiver of interest on unpaid taxes, and the avoidance of prosecution or other legal actions (Fjeldstad et al., 2020). For many taxpayers, the decision to participate in an amnesty program is a cost-benefit analysis, where they weigh perceived advantages against the potential costs of continued non-compliance, including hefty penalties or legal consequences.

Research reveals that the greater the perceived benefits, the higher the participation rates (Alm & Malézieux, 2021). For example, if taxpayers believe that the penalties for not participating are steep and that the rewards of compliance through the amnesty program are significant, they are more likely to act. However, if the perceived benefits are unclear, minimal, or not well communicated, taxpayers may remain indifferent to the program. This highlights the importance of transparency in communicating the full extent of benefits, as a lack of clear, accessible information can reduce taxpayer engagement.

Moreover, taxpayers often require assurance of the benefits they perceive are also immediate. Some may be sceptical of whether they can truly avoid penalties or legal action, thus promoting a sense of reluctance to participate. Therefore, trust and confidence that the tax authority will fulfil promised benefits is critical. Alm & Beck (2021) emphasise that building trust requires not only transparent communication but also a track record of fair and consistent enforcement of amnesty provisions.

In addition, apart from tangible benefits such as financial savings, there are also intangible benefits taxpayers may perceive. These include the psychological relief of resolving their tax obligations and the opportunity to regain their standing with tax authorities. Taxpayers who value these non-financial benefits may be more inclined to participate, as they seek to eliminate the stress and uncertainty associated with their previous reasons to not comply.

Finally, perceived benefits are closely tied to the overall credibility and fairness of the tax amnesty program. If taxpayers view the program as a legitimate and equitable opportunity, they are more likely to engage in it. On the contrary, if they perceive it as unfair or believe that it disproportionately benefits certain groups while neglecting

others, participation may be lower (Fjeldstad et al., 2020). Thus, tax authorities must not only provide clear incentives they should also ensure that the program is fair and accessible to all eligible taxpayers thus promoting credibility.

In summary, taxpayers' awareness and their perceived tax benefits are critical components that influence participation in tax amnesty programs. Awareness ensures that taxpayers are informed and understand the process and procedures of the amnesty, while perceived tax benefits encourage participation by highlighting rewards received from complying. Effective communication, transparency, and the building of trust are key strategies tax authorities must employ to maximise awareness and positively shape taxpayers' perceptions of the amnesty's benefits. Ultimately, a well-executed awareness campaign underscores clear communication, attractive benefits significantly boost participation and enhance the overall success of tax amnesty initiatives.

2.2.7 Perceived Fairness and Transparency

Perceived fairness and transparency refer to how equitable and clear taxpayers believe the tax system and tax amnesty programs can be (Fjeldstad et al., 2020). They are crucial factors that influence taxpayers' decision to participate in tax amnesty programs. These concepts pertain to how equitable and clear taxpayers believe the tax system and the amnesty program are, and they significantly affect taxpayers' willingness to engage with such programs.

Perceived fairness encompasses several dimensions:

1. Distributive Fairness: This aspect refers to the belief taxpayers have that the tax burden is equitably distributed across different segments of society (Tolger, 2019). If taxpayers perceive that the tax system is fair in distributing the tax load, they are more

likely to participate in tax amnesty programs. Distributive fairness ensures that taxpayers feel they are contributing their share and that others are not disproportionately benefitting or burdened (Murphy, 2019).

2. Procedural Fairness: Procedural fairness involves the fairness in the processes and procedures involved in tax collection and the implementation of amnesty programs. This includes how decisions are made, how taxpayers are treated, and whether the processes are perceived as equitable and bias free. If the procedures are transparent and consistently applied, taxpayers are more likely to view the amnesty program as positive thus motivating them to actively participate (Murphy, 2019).

3. Retributive Fairness: This dimension is concerned with how fair taxpayers perceive the penalties for non-compliance. If taxpayers believe that penalties are proportionate to the severity of non-compliance and that the enforcement is just, they are more likely to view the amnesty program as a legitimate opportunity to rectify their past mistakes (Murphy, 2019).

Transparency relates to the clarity and openness with which the rules and processes of the tax system and the amnesty program are communicated. High levels of transparency involve clearly articulating the objectives, rules, and benefits of the amnesty program and ensuring consistent application of these rules (Alm & Malézieux, 2021). Transparency helps in reducing scepticism and builds trust among taxpayers, which is essential for active participation.

Studies have consistently shown that perceived fairness and transparency are positively associated with increased voluntary compliance and participation in tax amnesty programs. For instance, Fjeldstad et al (2020) found that higher levels of perceived fairness and transparency significantly boost taxpayers' willingness to

engage in tax amnesty programs. When taxpayers believe that the tax system and amnesty program are equitable and transparent, they are more inclined to participate, as they feel assured that the process is fair, and the rules are consistently applied.

Fjeldstad et al. (2020) elaborates further by stating that both fairness and transparency are critical in shaping taxpayer perceptions and behaviours. A tax amnesty program perceived as fair and transparent can significantly enhance voluntary compliance by fostering a sense of trust and fairness among taxpayers. When taxpayers perceive that they are being treated equitably and that the rules are clear and consistently enforced, they are more likely to view the amnesty offer as a legitimate and attractive opportunity to correct their tax status.

In conclusion, perceived fairness and transparency are vital factors influencing taxpayer participation in tax amnesty programs. By addressing these factors, tax authorities can improve the effectiveness of their amnesty programs and encourage higher rates of voluntary compliance. Ensuring that taxpayers view the tax system and amnesty process as fair and transparent can lead to increased participation and overall success of the program.

2.3 Theoretical Framework

This study was guided by a combination of theories namely: attribution theory, theory of planned behaviour and economic deterrence model. These theories complement each other in explaining the factors that influence the level of participation of individual taxpayers in the tax amnesty program.

2.3.1 Attribution Theory

Attribution Theory, originally developed by Heider (1958) and later refined by Kelley (1967), provides a robust framework for understanding how individuals interpret

events and attribute causes to behaviours. This theory is particularly relevant in the context of tax compliance, as it explores the cognitive processes through which taxpayers make sense of their actions and the environment surrounding those actions.

In the realm of tax compliance, Attribution Theory suggests that taxpayers' decision to participate in tax amnesty programs are significantly influenced by their perceptions of the causes of their previous non-compliance (Gangl et al., 2019). These attributions can be internal (e.g., personal financial difficulties or lack of understanding of tax laws) or external (e.g., perceived unfairness of the tax system or complexity of tax regulations). The way taxpayers interpret these causes can either motivate them to take advantage of an amnesty program or dissuade them from participating (Wenzel, 2020).

This theory interweaves with the first research objective, which investigates the effects demographic variables have on individual taxpayers' decisions to participate in the tax amnesty program. Attribution Theory can be adeptly applied to explore how demographic factors such as age, income level, occupation, and gender influence taxpayers' attributions regarding their past tax behaviour. For example, younger taxpayers may attribute non-compliance due to lack of awareness or understanding of tax obligations, while older taxpayers might attribute it to external factors like the complexity of tax laws. Similarly, income levels may affect whether individuals attribute their non-compliance to personal financial constraints or systemic issues within the tax system. These attributions shaped by demographic characteristics, are likely to play a critical role in their willingness to participate in an amnesty program (Wenzel, 2020; Chang & Pham, 2019).

Attribution Theory also aligns closely with the second research objective, which examines the influence taxpayers' knowledge and understanding has on their decision

to participate in the tax amnesty program. Taxpayers with a higher level of tax knowledge may attribute their non-compliance to internal factors, such as deliberate tax evasion or mismanagement, and thus may perceive participation in an amnesty program as an opportunity to rectify past behaviours. Conversely, those with limited tax knowledge may attribute their non-compliance to external factors, such as the complexity of tax regulations, and might participate in the amnesty program to avoid future penalties or legal consequences (Wenzel, 2020; Kirchler, 2019). Understanding how these attributions are shaped by taxpayers' knowledge and understanding is essential for designing effective amnesty programs that encourage compliance.

The third research objective assesses the influence of taxpayers' awareness and perceived tax benefits on their decision to participate in the tax amnesty program. Attribution Theory provides a lens through which to analyse how taxpayers' awareness of the amnesty program and their perceptions of its benefits influence their attributions of past non-compliance. Taxpayers who are aware of the amnesty program and perceive significant benefits, such as reduced penalties or the opportunity for a fresh start, may attribute their past non-compliance to external pressures or misunderstandings and thus be more inclined to participate. On the other hand, if taxpayers perceive the amnesty program as unfair or insufficiently beneficial, they may attribute their non-compliance to systemic issues and choose not to participate (Wenzel, 2020; Alm & Torgler, 2020).

Finally, Attribution Theory is directly linked to the fourth research objective, which aims to analyse the role of perceived fairness and transparency in taxpayers' decision to participate in the tax amnesty program. The theory suggests that taxpayers are more likely to participate in an amnesty program if they perceive the tax system as fair and transparent. If taxpayers attribute their past non-compliance to what they view as an

unfair or opaque tax system, they may be hesitant to engage with the amnesty program unless these perceptions are addressed. Therefore, the perceived fairness and transparency of the amnesty program itself become critical factors in shaping taxpayers' attributions and subsequent participation decisions.

Attribution Theory offers a comprehensive framework for understanding the cognitive processes that underpin taxpayers' decisions to participate in tax amnesty programs. By examining how attributions of past behaviour are influenced by demographic variables, knowledge and understanding, awareness and perceived benefits, and perceptions of fairness and transparency, this study can provide valuable insights into the factors that drive taxpayer participation in Namibia's tax amnesty program. The application of Attribution Theory in this context not only enhances the theoretical foundation of the study but also contributes to a deeper understanding of tax compliance behaviour in the Namibian context.

2.3.2 Theory of Planned Behaviour (TPB)

The Theory of Planned Behaviour (TPB), developed by Ajzen (1991), is a widely recognised framework that elucidates how individuals' intentions to perform certain behaviours are shaped by three key factors: attitudes, subjective norms, and perceived behavioural control. In the context of tax compliance, Theory of Planned Behaviour provides a comprehensive lens used to understand taxpayers' decision-making, specifically focusing on their participation in tax amnesty programs.

The Theory of Planned Behaviour (TPB) is effective for examining how demographic variables such as age, income level, occupation, and gender influence taxpayers' decisions to participate in tax amnesty programs. These factors shape attitudes, subjective norms, and perceived behavioural control, which are central to The Theory

of Planned Behaviour. For instance, Alma & Beck (2021) found that younger taxpayers seemingly have a different attitude towards tax amnesty compared to older taxpayers, this is a result of the influenced exposure to financial responsibilities has on them. Similarly, wealthier individuals may perceive greater control over their tax obligations, propelling them to engage with amnesty programs. Recent studies reinforce the relevance of The Theory of Planned Behaviour in understanding these dynamics (Kumar & Gupta, 2021; Mahat et al., 2020).

Additionally, a taxpayer's knowledge about the benefits and processes of tax amnesty significantly impacts their attitudes and perceived behavioural control. Those with a better understanding of the program are likely to hold a positive attitude thus encouraging participation, which increases compliance intentions. Subjective norms, including peer influence and societal expectations, further shape these attitudes (Kumar & Gupta, 2021; Yusof et al., 2021).

The Theory of Planned Behaviour also aligns with research objectives concerning taxpayers' awareness and perceived benefits of tax amnesty programs. Awareness and perceived benefits directly shape attitudes; if taxpayers view amnesty as advantageous such as through penalty reductions, they are more likely to develop a positive attitude thus propelling them to participate (Novianti, 2021; Umar, 2022). Furthermore, perceived behavioural control plays a critical role in whether these intentions result in actual participation.

Moreover, the Theory of Planned Behaviour provides a framework for assessing the influence of perceived fairness and transparency, which is central to the fourth research objective. Taxpayers' attitudes toward amnesty programs are shaped by their perceptions of fairness; a program seen as equitable enhances favourable attitudes and

a sense of moral obligation. Trust in the process improves perceived behavioural control, thus affecting intentions to participate. Empirical studies support the importance of fairness and transparency within the Theory of Planned Behaviour framework (Kumar & Gupta, 2021; Lemoine & Salanié, 2019).

Overall, the Theory of Planned Behaviour offers a robust foundation for understanding factors that influence taxpayers' decisions to participate in tax amnesty programs. By analysing attitudes, subjective norms, and perceived behavioural control, the Theory of Planned Behaviour interrelates with the study's objectives, elucidating how demographic factors, knowledge, awareness, perceived benefits, and perceptions of fairness impact taxpayer behaviour. Its application strengthens the theoretical basis of this study and enhances the understanding of tax compliance behaviour in Namibia.

2.3.3 Economic Deterrence Model

The Economic Deterrence Model, introduced by Allingham & Sandmo (1972), is a cornerstone of the traditional approach to understanding tax compliance behaviour. This model posits that taxpayers are rational actors who weigh the costs and benefits of compliance versus non-compliance. According to this model, the probability of detection and the severity of penalties are the primary factors that influence a taxpayer's decision to comply with tax obligations. The underlying assumption is that higher penalties and an increased likelihood of detection will deter non-compliance, thus ensuring higher levels of tax compliance.

In relation to the first research objective, which investigates the effect of demographic variables on taxpayers' decisions to participate in the tax amnesty program, the Economic Deterrence Model offers valuable insights. Demographic factors such as age, income level, occupation, and gender can significantly influence how taxpayers

perceive the risks and rewards of non-compliance. For instance, younger taxpayers or those with lower incomes may be more risk-averse and therefore more likely to be influenced by the threat of penalties. Conversely, wealthier taxpayers may have more resources to engage in tax planning or avoidance, making them less susceptible to deterrence measures. Recent studies have begun to explore how these demographic variables interact with deterrence mechanisms, suggesting that the effectiveness of penalties and detection may vary across different taxpayer groups (Alm et al., 2020; Kastlunger et al., 2020). This model provides a framework for examining these dynamics in the Namibian context, where demographic diversity may lead to varying responses to amnesty programs.

The Economic Deterrence Model also has implications for the second research objective, which examines the influence of taxpayers' knowledge and understanding on their decisions to participate in the tax amnesty program. Taxpayers who are well-informed about tax laws and the consequences of non-compliance may be more likely to perceive the risks associated with evasion as higher, thereby increasing their propensity to comply. On the other hand, those with limited knowledge may underestimate the probability of detection or the severity of penalties, making deterrence less effective. Recent research indicates that enhancing taxpayer education and awareness can augment the deterrent effect, as knowledgeable taxpayers are more likely to understand and respond to the risks of non-compliance (Slemrod & Yitzhaki, 2019; Alm et al., 2020). This aspect of the Economic Deterrence Model is crucial for understanding how improving taxpayer knowledge and understanding can influence participation in amnesty programs in Namibia.

The third research objective assesses the influence of taxpayers' awareness and perceived tax benefits on their decisions to participate in the tax amnesty program.

While the Economic Deterrence Model emphasises the role of penalties and detection in driving compliance, recent research highlights the importance of positive incentives, such as reduced penalties and perceived benefits, in encouraging participation. Studies have shown that tax amnesty programs offering significant reductions in penalties and clear benefits can effectively increase taxpayer participation (Kastlunger et al., 2020). This suggests that taxpayers' awareness of these benefits, along with their perception of the amnesty program as an opportunity for a fresh start, can counterbalance the traditional deterrent approach. The Economic Deterrence Model, when expanded to include these positive incentives, provides a nuanced framework ideal for analysing how taxpayers weigh the risks of non-compliance against the benefits of participating in an amnesty program.

The Economic Deterrence Model intersects with the fourth research objective, aimed to analyse the role of perceived fairness and transparency in taxpayers' decisions to participate in the tax amnesty program. While the original model focuses primarily on deterrence through penalties and detection, modern research has recognised that trust in authorities and perceptions of fairness also play critical roles in compliance decisions. Taxpayers are more likely to comply voluntarily when they perceive the tax system as fair and transparent, rather than purely punitive. Alm et al. (2020) suggest that integrating elements of fairness into tax policy can enhance the effectiveness of deterrence by fostering voluntary compliance. This is particularly relevant in the context of tax amnesty programs, where the perceived fairness of the terms offered can significantly influence taxpayer behaviour. By expanding the Economic Deterrence Model to include these factors, this study can better understand the complex motivations behind taxpayer participation in Namibia's tax amnesty program.

While the Economic Deterrence Model traditionally emphasises penalties and detection as primary drivers of tax compliance, recent research underscores the importance of integrating factors such as trust, fairness, and positive incentives. Studies have shown that trust in tax authorities significantly enhance compliance behaviour, suggesting that a cooperative relationship between taxpayers and the government can lead to higher participation rates in tax amnesty programs (Hofmann et al., 2022; Muehlbacher & Kirchler, 2020). Furthermore, fairness perceptions have been identified as crucial in shaping taxpayer attitudes, indicating that when individuals perceive an amnesty program as equitable, they are more likely to engage positively (Pereira & Martins, 2021).

Moreover, positive incentives, rather than punitive measures alone, have been found to play a critical role in encouraging compliance (Kubilay, 2021). These insights suggest that deterrence alone may not be sufficient to ensure compliance, particularly in the context of tax amnesty programs. By applying this expanded model to the Namibian context, this study aims to explore how taxpayers' perceptions of deterrence, fairness, and benefits influence their decisions to participate in tax amnesty programs, thereby contributing to a more comprehensive understanding of tax compliance behaviour.

2.4 Conceptual Framework

The conceptual framework of this study is designed to illustrate the relationships between the key variables that influence individual taxpayers' decisions to participate in tax amnesty programs. It integrates insights from Attribution Theory (Heider, 1958; Kelley, 1967), the Theory of Planned Behaviour (Ajzen, 1991), and the Economic Deterrence Model (Allingham & Sandmo, 1972) to explain taxpayer behaviour.

The framework proposes that demographic factors (age, income level, occupation, and gender), taxpayer knowledge and understanding, awareness and perceived tax benefits, and perceived fairness and transparency affect taxpayers' willingness to participate in tax amnesty programs. These independent variables influence the dependent variable, which is the level of participation in the tax amnesty program.

2.4.1 Relationship Between Variables and the Study

2.4.1.1 Demographic Variables (Age, Income Level, Occupation, and Gender) → Participation in Tax Amnesty

Attribution Theory suggests that taxpayers attribute their non-compliance to either internal (lack of knowledge) or external (complex tax systems) factors. Studies show that higher-income earners and self-employed individuals are more likely to participate in tax amnesties due to their complex tax situations (Baumgartner et al., 2022). Younger taxpayers may view amnesties as an opportunity to “reset” compliance (Chen & Shi, 2019), while older taxpayers are often more risk-averse (Harris, 2021).

2.4.1.2 Taxpayer Knowledge and Understanding → Participation in Tax Amnesty

The Theory of Planned Behaviour (TPB) states that attitudes and perceived control influence behaviour. Taxpayers with higher tax knowledge are more likely to comply voluntarily (Torgler, 2019). Those who lack understanding of tax laws may avoid participation due to fear of penalties or confusion (Alm & Beck, 2021).

2.4.1.3 Awareness and Perceived Tax Benefits → Participation in Tax Amnesty

Awareness influences perception: taxpayers must first know about the amnesty before deciding to participate. Perceived benefits, such as penalty reductions and avoidance of legal action, increase participation rates (Fjeldstad et al., 2020). Economic

Deterrence Model states that taxpayers weigh the costs of non-compliance (penalties) against the benefits of participation (reduced fines, clean slate).

2.4.1.4 Perceived Fairness and Transparency → Participation in Tax Amnesty

Taxpayers assess whether the amnesty is fair and applies equally to all taxpayers. If perceived as unjust (favoring high-income taxpayers), participation may decline (Murphy, 2019). Transparent processes build trust in tax authorities and encourage compliance (Alm & Malézieux, 2021).

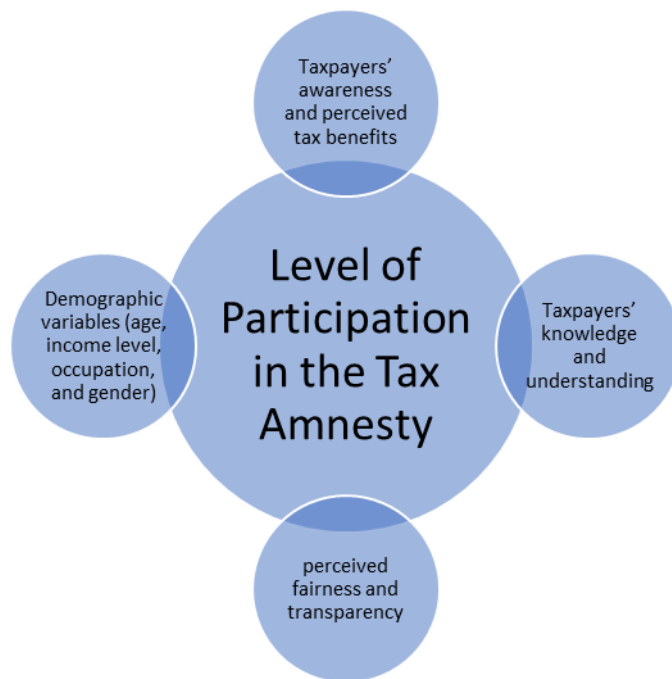


Figure 2.1 Diagram illustrating the relationships between the dependent and independent variables (Ermawati, 2018), and slightly modified by the researcher.

This diagram illustrates how demographic variables, knowledge and understanding, awareness and perceived benefits, and perceptions of fairness and transparency interact to influence individual taxpayers' decisions to participate in tax amnesty programs.

2.5 Empirical Studies on Tax Amnesty Programs

Recent global studies have shown mixed results on the effectiveness of tax amnesty programs, largely due to variations in program design, implementation, and evaluation methodologies (Langenmayr, 2020; Alm & Malézieux, 2021). In the United States, Langenmayr (2020) found that while amnesties led to short-term revenue increases, their long-term impact on compliance was limited. This study employed a quantitative approach, focusing primarily on the fiscal outcomes of the amnesty program in the year of implementation, such as increased tax revenue and declared income. However, Langenmayr's (2020) research did not include a follow-up period to assess whether taxpayers-maintained compliance in subsequent years. This methodological limitation may explain why the study concluded that amnesties had little impact on long-term tax compliance. Alm & Malézieux (2021) support this finding by suggesting that without ongoing enforcement or monitoring, taxpayers may comply temporarily to take advantage of reduced penalties, only to revert to non-compliance afterwards.

Similarly, Bianchi et al. (2021) reported that the effectiveness of amnesties diminished with repeated implementations in Italy. Their longitudinal study tracked participation rates and revenue collection over multiple decades, revealing that the repeated use of amnesties contributed to a "moral hazard" effect. Bianchi et al. (2021) found that taxpayers delayed compliance in anticipation of future amnesty programs, knowing that they would eventually benefit from another opportunity for leniency. The authors used a combination of fiscal data analysis and taxpayer surveys to highlight the behavioural implications of repeated amnesties. Their methodology is particularly robust in emphasising how repeated amnesties can diminish their intended deterrent effect. This aligns with the findings of Alm & Malézieux (2021), who too noted the

overuse of tax amnesties can undermine the integrity of the tax system, leading to decreased long-term compliance.

In Africa, tax amnesty programs have similarly produced varying results. Maseko (2020) conducted a survey-based study in Zimbabwe and found that taxpayer awareness and the perceived benefits of the program were key influencing factors leading to participation. The methodological focus on taxpayer perceptions revealed that when taxpayers were well-informed about the amnesty's provisions such as reduced penalties and legal protections, they were more likely to participate (Maseko, 2020). However, Maseko's (2020) study also highlighted a limitation: it did not track whether participation led to sustained compliance in subsequent years. This issue aligns with Alm & Beck's (2021) assertion that while amnesties may encourage short-term participation, their long-term impact requires further study, particularly in post-amnesty behaviour.

Ochieng (2021) used a mixed method approach, combining quantitative surveys with qualitative interviews to investigate the drivers of participation in Kenya's amnesty program. The study found that simplified procedures, penalty waivers, and clear communication about the program's benefits were significant motivators for participation. The combination of quantitative and qualitative methods provides a comprehensive understanding of the factors driving participation that go beyond fiscal incentives (Ochieng, 2021). The qualitative interviews revealed that a plentiful number of taxpayers view amnesty as a genuine opportunity to rectify their tax affairs, whereas others remained sceptical about the enforcement of future compliance. Ochieng's (2021) findings are consistent with Luitel & Sobel's (2019) study, which similarly highlighted the role of clear communication and penalty waivers in promoting tax amnesty participation in developing countries. However, the study's success in Kenya

contrasted with Bianchi et al. (2021) in Italy, highlighting how socio-economic contexts, alongside program design, can significantly impact outcomes.

Methodological differences in tax amnesty studies, ranging from purely quantitative fiscal evaluations to mixed-method approaches, contribute to the variation in findings on program effectiveness. Quantitative studies, which focus on numerical data such as revenue collection and participation rates, are essential for measuring the immediate financial impact of amnesty programs. However, these studies may not fully capture the underlying psychological and behavioural factors influencing taxpayers' decisions to comply in the long run (Alm & Malézieux, 2021). On the other hand, qualitative studies such as those conducted by Ochieng (2021) and Maseko (2020) provide a deeper understanding of taxpayer motivations, perceptions, and experiences. These insights help explain why some taxpayers choose to participate in amnesty programs while others remain hesitant, even when financial incentives are present. The limitations of using a single approach suggest that tax authorities should adopt a combined methodology (mixed-method approach) when evaluating tax amnesties. This would allow them to assess both short-term fiscal impacts and long-term behavioural changes, ensuring a comprehensive understanding of amnesty effectiveness (Alm & Beck, 2021).

Ultimately, the success of tax amnesties depends not only on measurable financial outcomes but also on how they are perceived by taxpayers. If an amnesty program is viewed as fair, transparent, and beneficial, it is more likely to foster sustained compliance (Ochieng, 2021; Bianchi et al., 2021). Therefore, evaluating amnesty programs should go beyond financial metrics to incorporate taxpayer attitudes and compliance behaviour.

2.5.1 Demographic Variables

Recent studies depict the role of demographic factors in tax amnesty participation:

2.5.1.1 Age and Taxpayer Participation in Amnesty Programs

Empirical research has consistently highlighted the influence of age on taxpayer behaviour, particularly in the context of tax amnesty programs. Age is a critical demographic factor that shapes individuals' perceptions of risk, adaptability, and decision-making processes, all of which play significant roles in determining their willingness to participate in amnesty programs Chen & Shi (2019).

Studies such as those by Chen & Shi (2019) have found that younger taxpayers tend to be more inclined to participate in tax amnesty programs. This tendency can be attributed to their tolerance to high risk compared to older taxpayers. Younger individuals often perceive amnesty programs as opportunities to rectify past non-compliance without facing severe repercussions. This perception is particularly relevant for those who may have recently entered the workforce and might not have fully understood the complexities of tax compliance in their early years of earning income. The willingness to take advantage of such programs reflects a pragmatic approach to managing potential future risks, especially in an economic environment

where younger taxpayers might be more adaptable to changes and more optimistic about their financial future.

Chen & Shi's (2019) earlier work support these findings by demonstrating that younger taxpayers are more likely to view amnesty programs favourably. This demographic often sees such programs to 'reset' their tax obligations, especially if they have previously been non-compliant, without enduring long-term damage to their financial stability. The flexibility and future-oriented mindset of younger individuals make them more open to taking calculated risks, such as participating in a tax amnesty program, which offers immediate benefits like reduced penalties or a clean slate for future compliance.

In contrast, older taxpayers tend to be more risk-averse, as suggested by Harris (2021). This group is often more cautious about engaging in activities that might impact their long-term financial security, including participating in tax amnesty programs. Older individuals may fear that participation could draw unwanted attention to their financial activities, leading to increased scrutiny or future obligations that they prefer to avoid. This risk aversion is likely influenced by their stage in life, where preserving wealth and ensuring financial stability for retirement takes precedence over the potential short-term benefits of participating in an amnesty program.

The relationship between age and tax compliance behaviour has also been explored in broader tax compliance literature. For instance, Torgler & Valev (2019) argue that as individuals age, their adherence to social norms, including tax compliance, strengthens. Older taxpayers may feel a stronger moral obligation to comply with tax laws, further reducing their likelihood of participating in amnesty programs, which they might perceive as a deviation from standard compliance practices.

Given these findings, **H1: There is a significant relationship between age and individual taxpayers' decisions to participate in the tax amnesty program** is a well-supported hypothesis. The empirical evidence suggests that age is a determinant factor in taxpayers' willingness to engage with amnesty programs, with younger taxpayers being more likely to participate due to their higher risk tolerance and adaptability, while older taxpayers are more cautious and risk-averse, potentially reducing their participation rate. This hypothesis is crucial for understanding the demographic dynamics of tax compliance and for designing amnesty programs that can effectively target different age groups.

2.5.1.2 Income Level and Taxpayer Participation in Amnesty Programs

Income level is a pivotal factor influencing taxpayers' decisions to engage with tax amnesty programs. The relationship between income and participation is nuanced, with empirical studies revealing that income disparities significantly impact taxpayers' perceptions of the benefits and fairness associated with such programs.

Le & Tran (2021) found that high-income individuals are more likely to participate in tax amnesty programs. This inclination stems from the substantial financial relief these programs offer. For high-income taxpayers, the potential benefits such as reduced penalties and the opportunity to regularise their tax affairs often outweigh the costs of participation. The financial stake for high-income individuals is generally higher, meaning that the relief provided by an amnesty program can represent a significant reduction in their overall tax liability. This economic incentive is a powerful motivator for participation, as it provides practical and immediate benefits in terms of cost saving and future financial planning.

Further supporting this view, Le & Tran (2020) highlight that high-income taxpayers are more sensitive to the financial advantages presented by amnesty programs. The ability to resolve substantial tax liabilities at a reduced cost is particularly appealing to this group, who often face higher penalties for non-compliance. By participating in an amnesty program, high-income individuals can mitigate these penalties and secure their financial standing, making the decision to participate more attractive.

In contrast, low-income taxpayers may perceive the benefits of amnesty programs as less significant. For these individuals, the potential financial relief offered by an amnesty program might not be sufficient to justify participation, especially when considering the costs involved. Zhou & Zhang (2021) provide insight into how income disparities shape fairness and effectiveness perceptions of tax amnesty programs. Low-income taxpayers may view amnesty programs as disproportionately benefiting the wealthy, who have more to gain in terms of penalty reductions and tax liability adjustments. This perception can lead to scepticism and reluctance among low-income taxpayers to participate, as they may feel that the program does not offer enough advantages relative to their financial situation.

Moreover, low-income taxpayers might also be more concerned about the costs associated with participation, such as administrative fees or the potential for increased scrutiny. These costs can be a significant deterrent, especially if the financial benefits of the program are perceived as marginal. Additionally, low-income individuals may lack the financial resources to cover any upfront payments required to participate in the program, further diminishing their willingness to engage with it.

The relationship between income level and participation in tax amnesty programs is further complicated by the broader economic context. During periods of economic

instability, low-income taxpayers may prioritise immediate financial needs over the potential long-term benefits of resolving tax issues through an amnesty program. High-income individuals, on the other hand, may view the same economic conditions as an opportunity to secure their financial future by participating in a program that offers significant tax relief.

Given these findings, **H2: There is a significant relationship between income level and individual taxpayers' decisions to participate in the tax amnesty program** is a well-supported hypothesis. The empirical evidence indicates that income level is a critical determinant of participation, with high-income taxpayers being more likely to engage in amnesty programs due to the substantial financial benefits offered, while low-income taxpayers may be less motivated due to perceived minimal advantages and potential costs. This hypothesis is essential for understanding how income disparities affect taxpayer behaviour and for designing tax amnesty programs that effectively address the needs and concerns of taxpayers across different income levels.

2.5.1.3 Occupation and Taxpayer Participation in Amnesty Programs

Occupation is a significant determinant of taxpayers' participation in tax amnesty programs, as it directly influences their tax compliance challenges and perceptions of the benefits offered by such programs. Different occupations, particularly self-employed individuals and business owners, experience varying levels of complexity in their financial situations, which in turn affects their likelihood of participating in amnesty programs.

Baumgartner et al. (2021) found that self-employed individuals are more likely to benefit and participate in tax amnesty programs. This increased participation can be

attributed to the unique challenges self-employed taxpayers face in managing their tax obligations. Unlike salaried employees, whose taxes are typically deducted at source, self-employed individuals must navigate complex tax regulations, manage their own deductions, and report income accurately. This complexity often leads to a higher risk of unintended non-compliance, making tax amnesty programs particularly attractive as a means of rectifying past errors without facing severe penalties.

The research by Baumgartner et al. (2021) further supports the notion that self-employed taxpayers are more inclined to participate in amnesty programs due to the potential financial relief and simplification these programs offer. The self-employed often have multiple income streams, deductions and varying tax obligations, all of which increase the likelihood of discrepancies in tax filing. Amnesty programs provide an opportunity for these individuals to correct issues that arise with their tax filings, often at a reduced cost and with fewer legal repercussions (Sandy, 2020). This makes the programs appealing to those who want to ensure compliance while minimising the financial and legal risks associated with past non-compliance.

For business owners, the benefits of participating in tax amnesty programs are similarly significant. Businesses, especially small to medium enterprises (SMEs), often face fluctuating income, complex expense deductions, and various regulatory requirements that can complicate tax compliance. These factors increase the risk of non-compliance, whether intentional or unintentional. Amnesty programs offer business owners a way to regularise their tax status, often at a time when they may be reassessing their financial strategies and seeking to stabilise their operations. The potential for reduced penalties and the resolution of outstanding tax issues makes

amnesty programs an attractive option for business owners looking to ensure long-term financial health.

In contrast, salaried employees typically have less complex tax situations, with taxes being automatically deducted from their pay cheques and reported by their employers (Novianti, 2021). As a result, the likelihood of significant tax discrepancies for salaried workers is lower, reducing their need to participate in amnesty programs. However, salaried employees with additional income sources, such as investments or side businesses, might still find amnesty programs beneficial, especially if they have previously underreported or failed to report this income.

Furthermore, Purwanti (2022) finds that the occupational influence on amnesty participation is also linked to the perceived risk of tax audits and the potential legal consequences of non-compliance. Self-employed individuals and business owners, who may feel more exposed to audits due to the complexity of their tax filings, might view amnesty programs as a protective measure. By participating, they can mitigate the risk of future audits uncovering discrepancies and avoid the legal and financial penalties that might ensue.

Given these findings, **H3: There is a significant relationship between occupation and individual taxpayers' decisions to participate in the tax amnesty program** is a well-supported hypothesis. Empirical evidence indicates that self-employed individuals and business owners, who face more complex tax compliance challenges, are more likely to participate in amnesty programs compared to salaried employees. This hypothesis is crucial for understanding how different occupational groups perceive and respond to tax amnesty opportunities, it highlights the need for targeted

strategies that address the specific concerns and benefits relevant to each occupational category in the design of tax amnesty programs.

2.5.1.4 Gender and Taxpayer Participation in Amnesty Programs

Gender is an important yet complex factor in understanding taxpayer behaviour, particularly in the context of participation in tax amnesty programs. While there is some empirical evidence that suggests gender differences may influence tax compliance and participation decisions, the findings are often mixed, underscoring the need for further research in this area.

Sullivan & Williams (2021) explored gender differences in risk perception and their impact on participation in tax amnesty programs. They found that women generally exhibit higher levels of caution and are less likely to engage in aggressive tax avoidance strategies compared to men. This cautious approach may extend to their decisions regarding tax amnesty participation, where women might be more likely to comply with tax regulations from the outset, thereby reducing their need to participate in such programs. Women's risk aversion and greater concern for legal and financial security could make them more hesitant to engage in any form of tax-related negotiation, including amnesty programs.

This gender-based cautiousness is further supported by earlier findings from Sullivan & Williams (2020), who reported that women tend to be more conservative in their financial and tax-related decisions. This conservatism could translate into a lower likelihood of participating in tax amnesty programs, as women may prefer to avoid any association with previous non-compliance or may not see the need to rectify past tax issues if they have generally adhered to tax laws.

However, the influence of gender on tax amnesty participation is not clear-cut. Other studies have reported inconclusive results, suggesting that gender may not significantly impact decisions to participate in amnesty programs. For instance, research by Brown & Greene (2021) found no substantial gender differences in amnesty participation rates, indicating that other factors, such as income, occupation, or education level, might play a more decisive role in determining participation.

The mixed results in the literature highlight the complexity of gender as a variable in tax compliance and amnesty participation. While some studies suggest that women are more cautious and thus less likely to participate in amnesty programs, other research indicates that gender alone may not be a strong predictor of participation. This ambiguity points to the need for more comprehensive studies that consider how gender interacts with other factors, such as socioeconomic status, education, and cultural norms, to influence taxpayer behaviour.

Moreover, the impact of gender on tax behaviour could also be context-dependent, varying across different cultural or socioeconomic settings. For example, in societies where gender roles are more traditional, women might have less financial independence and therefore less direct involvement in tax decisions, potentially skewing participation rates. In contrast, in more egalitarian societies, where women and men have similar economic roles and responsibilities, gender differences in tax amnesty participation might be less pronounced.

Given these considerations, **H4: There is a significant relationship between gender and individual taxpayers' decisions to participate in the tax amnesty program** is a hypothesis that warrants further investigation. While some empirical evidence supports the idea that gender influences participation decisions, particularly through

differences in risk perception and financial conservatism, the overall impact of gender remains inconclusive. This hypothesis is important for exploring how gender-related factors may affect taxpayer behaviour and for developing amnesty programs that are sensitive to these differences. Future research could provide more clarity by examining gender in conjunction with other demographic and psychological variables to better understand its role in tax amnesty participation.

2.5.2 Knowledge and Understanding

Recent research emphasizes the importance of taxpayers' knowledge and understanding in amnesty participation:

2.5.2.1 Tax Knowledge and Taxpayer Participation in Amnesty Programs

Tax knowledge is a crucial factor in determining taxpayer behaviour, particularly in the context of participation in tax amnesty programs. The level of understanding that taxpayers have about tax laws, regulations, and the specifics of amnesty programs significantly influences their decisions to participate, as it directly affects their perceptions of the benefits, risks, and long-term implications of these programs.

Jones & O'Rourke (2022) conducted a study that highlighted the strong correlation between tax knowledge and participation in amnesty programs. Their findings indicate that taxpayers who are better informed about tax laws and the specific provisions of amnesty programs are more likely to take advantage of these opportunities. This increased participation can be attributed to the fact that informed taxpayers are more aware of the potential benefits, such as reduced penalties, the opportunity to rectify past non-compliance, and the avoidance of legal repercussions. These individuals are

also more likely to understand the long-term advantages of resolving tax issues, such as improved financial planning and reduced future tax liabilities.

The study by Jones & O'Rourke (2021) further supports the idea that knowledge plays a pivotal role in taxpayer decision-making. Taxpayers who have a clear understanding of the legal and financial implications of participating in an amnesty program are more inclined to view it as a favourable option. They recognize that the immediate benefits, such as reduced penalties and the ability to come into compliance with minimal legal consequences, outweigh the potential risks. This understanding is particularly important for those who have previously underreported income or made errors in their tax filings, as it provides a pathway to resolve these issues without facing the full extent of legal penalties.

The positive impact of tax knowledge on amnesty participation is also supported by the findings of Smith et al. (2019). Their research suggests that amnesty programs that include educational components and proactive outreach efforts tend to achieve higher participation rates. When taxpayers are provided with clear, accessible information about the program's benefits, eligibility criteria, and application process, they are more likely to participate. Educational initiatives can demystify the amnesty process, reduce fear and uncertainty, and empower taxpayers to make informed decisions. This is particularly effective in reaching those who might otherwise be hesitant to engage with the tax authorities due to a lack of understanding or fear of the unknown.

Tax knowledge plays a significant role not only in shaping individual awareness but also in influencing the broader social and economic context. Taxpayers who have participated in financial literacy programs or who have access to tax advisory services tend to have a more comprehensive understanding of how tax amnesty programs can

benefit them (Rim et al., 2021; De Neve et al., 2020). This heightened level of knowledge often leads to increased trust in tax authorities, as well-informed taxpayers are more likely to perceive an amnesty program as a legitimate opportunity for financial rectification rather than as a trap or a sign of government desperation (Mascagni, 2020). When taxpayers are educated about the structure and benefits of these programs, they are more inclined to participate, viewing the program as transparent and advantageous (Hofmann et al., 2022).

Conversely, taxpayers with limited knowledge of tax laws and amnesty programs are often more sceptical or fearful of participation. A lack of understanding may foster misconceptions about the program's goals or the consequences of participation, such as fears of future audits or legal repercussions (Duncan & Sabirianova, 2019). This uncertainty can serve as a deterrent, particularly for individuals who are already wary of government interventions or who have had negative interactions with tax authorities in the past (Pereira & Martins, 2021). Without clear knowledge of how an amnesty program functions, taxpayers are more likely to adopt a cautious or resistant stance, thus reducing overall participation rates (De Neve et al., 2020).

Given these insights, **H5: Taxpayers' knowledge positively affects their decisions to participate in the tax amnesty program** is a strongly supported hypothesis. The empirical evidence consistently shows that better-informed taxpayers are more likely to engage with amnesty programs due to their understanding of the benefits and reduced risks associated with participation. This hypothesis underscores the importance of incorporating educational and outreach components into the design and implementation of tax amnesty programs to enhance taxpayer awareness, reduce uncertainty, and ultimately increase participation rates.

2.5.2.2 Program Understanding and Taxpayer Participation in Amnesty Programs

The extent to which taxpayers understand the specifics of tax amnesty programs such as their rules, benefits, and potential implications significantly influences their decision to participate. A clear and comprehensive understanding of the program can alleviate concerns, build trust, and ultimately drive higher participation rates.

Nelson et al. (2021) conducted a study that underscored the importance of clear communication and a thorough understanding of amnesty programs in fostering taxpayer participation. Their findings reveal that when taxpayers are provided with detailed, transparent information about how the program operates, what benefits it offers, and what obligations it entails, they are more inclined to engage with the program. This understanding helps to demystify the process, reducing the fear of the unknown and making the decision to participate more straightforward.

The research highlights that a lack of understanding or ambiguous communication from tax authorities can act as a significant barrier to participation. Taxpayers may be sceptical about the program's intentions, worried about hidden pitfalls, or uncertain about whether they qualify for the benefits. This uncertainty can lead to hesitancy or outright refusal to participate, particularly among those who have had negative past experiences with tax authorities or who are already cautious about legal and financial matters.

Nelson et al. (2020) further emphasizes that the way information is communicated plays a crucial role in shaping taxpayer perceptions and decisions. Clear accessible language coupled with well-structured informational campaigns can significantly enhance taxpayer understanding. This includes the use of multiple communication

channels such as online portals, informational brochures, seminars, and media campaigns to reach a broad audience and ensure that the program's details are widely understood.

The influence of program understanding on participation rates is also linked to the complexity of the amnesty program itself. More straightforward programs, with clear rules and easily identifiable benefits, tend to have higher participation rates. When taxpayers perceive the program as too complex or believe that the application process is overly burdensome, they are less likely to participate. Thus, simplifying the program and making the benefits and procedures as transparent as possible is key to encouraging widespread engagement.

Moreover, comprehensive understanding not only drives initial participation but also fosters ongoing compliance. Taxpayers who clearly understand the amnesty program are more likely to appreciate its long-term benefits, such as avoiding future penalties, regularizing their tax status, and improving their overall financial management. This understanding can lead to a more positive relationship with tax authorities and a greater willingness to comply with tax obligations in the future.

Given these insights, **H6: Taxpayers' understanding positively affects their decisions to participate in the tax amnesty program** is a well-supported hypothesis. Empirical evidence, as demonstrated by Nelson et al. (2021) and others, consistently shows that when taxpayers have a clear and comprehensive understanding of the amnesty program, they are more likely to participate. This hypothesis highlights the critical role of effective communication and taxpayer education in the success of tax amnesty programs, suggesting that tax authorities should prioritize transparency and clarity in their outreach efforts to maximize participation and compliance.

2.5.3 Perceived Fairness and Transparency

2.5.3.1 Perceived Fairness and Taxpayer Participation in Amnesty Programs

Perceived fairness is a central determinant in taxpayers' decisions to participate in tax amnesty programs. The perception that an amnesty program is administered equitably and justly can significantly influence whether taxpayers view the program as a legitimate opportunity or a mere administrative tool favouring certain groups. When taxpayers believe that the amnesty process is fair, they are more likely to engage, feeling that they are being treated justly within the broader tax system.

Awasthi & Engelschalk (2021) emphasize the importance of perceived fairness in the successful implementation of tax amnesty programs. Their research shows that when taxpayers perceive that the rules of the amnesty are applied consistently and transparently, participation rates are higher. Taxpayers are more likely to comply when they believe that the amnesty program is not only fair in its provisions but also in its administration. This includes a fair application of penalties, clear criteria for eligibility, and the equitable treatment of all participants, regardless of their prior tax behaviour.

In their earlier study, Awasthi & Engelschalk (2020) found that fairness extends beyond the administration of the program itself to encompass broader perceptions of the tax system. If taxpayers perceive the overall tax system as unjust or skewed in favour of certain groups, they may be less inclined to participate in an amnesty program, even if the program itself is perceived as fair. This suggests that the success of tax amnesty initiatives may be linked to broader issues of tax equity and systemic justice.

The importance of fairness is further highlighted in studies examining taxpayer psychology. Fairness plays a critical role in shaping taxpayer psychology, particularly in relation to tax amnesty programs. Recent studies emphasize that when taxpayers perceive an amnesty program as offering a legitimate opportunity to rectify past non-compliance without undue punishment, they are more likely to engage (Hofmann et al., 2022; Kubilay, 2021). This perception of fairness helps mitigate concerns about potential audits or reprisals, fostering a cooperative relationship between taxpayers and tax authorities (Steinmo & Levi, 2020). If, however, taxpayers perceive that the amnesty disproportionately benefits certain groups, such as high-income earners or businesses, they may view the program as illegitimate and thus be less inclined to participate (Duncan & Sabirianova Peter, 2019).

Fairness is also vital in shaping public opinion about tax compliance. When an amnesty program is viewed as fair, it enhances trust in the tax system, encouraging participation not only in the current amnesty but also fostering long-term compliance (Pereira & Martins, 2021). Taxpayers who perceive the system as fair are more likely to believe that their contributions are equitably assessed, and that the system serves the broader public interest (Muehlbacher & Kirchler, 2020). This trust plays a significant role in ensuring ongoing voluntary compliance.

Moreover, perceived fairness can influence the long-term success of tax amnesty programs by encouraging voluntary disclosure. Taxpayers who feel they have been treated fairly are more likely to maintain a positive view of their relationship with tax authorities, leading to increased voluntary compliance in the future (Mascagni, 2020). Maintaining fairness is crucial to prevent the creation of expectations for future

amnesties, which could otherwise lead to a cycle of non-compliance and reliance on periodic amnesties (Kubilay, 2021).

Given this context, **H7: Higher perceived fairness of the tax amnesty program is positively associated with the decision to participate** is a strongly supported hypothesis. The evidence presented by Awasthi & Engelschalk (2021) and others clearly indicates that perceived fairness is a critical factor in determining taxpayer engagement with amnesty programs. Ensuring that these programs are perceived as fair, both in their design and implementation, is essential for maximizing participation and fostering a culture of compliance. Tax authorities should, therefore, prioritize transparency, consistency, and equity in the administration of amnesty programs to encourage broader participation and strengthen the overall tax system.

2.5.3.2 Transparency and Taxpayer Participation in Amnesty Programs

Transparency plays a pivotal role in the success of tax amnesty programs, significantly influencing taxpayers' trust and willingness to participate (Pereira & Martins, 2021). When tax authorities clearly communicate the objectives, processes, and expected outcomes of an amnesty program, it builds taxpayer confidence, reduces scepticisms, and encourages greater participation. The perception of transparency can make the difference between a program seen as a fair opportunity and one viewed with suspicion or doubt.

Cummings et al. (2022) conducted a study that underscores the importance of transparency in tax amnesty programs. Their research shows that when tax authorities provide clear, consistent, and accessible information about the amnesty's objectives, how it will be implemented, and what taxpayers can expect in return, participation

rates tend to increase. Transparency helps taxpayers understand the rationale behind the program, reassuring them that it is not a mere revenue-raising tactic but a genuine opportunity to rectify past non-compliance under fair conditions.

The importance of transparent communication was also emphasized in earlier research by Cummings et al. (2020), who found that clear communication not only fosters trust but also mitigates fears of future repercussions. When taxpayers are fully informed about the terms of the amnesty and the procedures involved, they are more likely to view the program as legitimate and fair, rather than as a potential trap. This transparency is crucial in dispelling doubts and encouraging those who might otherwise be hesitant to participate due to concerns about the integrity of the process.

Feld & Frey (2020) further highlight that transparency in tax amnesty programs enhances their overall effectiveness by reducing taxpayer scepticism. Scepticism often arises when taxpayers feel that the program's objectives are unclear or that the process might be manipulated to their detriment. By openly sharing information about the program's goals, the criteria for eligibility, and the safeguards in place to ensure fair treatment, tax authorities can foster a more cooperative relationship with taxpayers. This openness is particularly important in contexts where there is a history of mistrust or where previous government initiatives have been viewed as lacking transparency.

Transparency also contributes to the perceived legitimacy of the tax amnesty program. When taxpayers believe that the program is being administered transparently, they are more likely to perceive it as a credible and worthwhile opportunity (Pereira & Martins, 2021). This perception is crucial for encouraging participation, as it reduces the fear of hidden agendas or unforeseen consequences. Moreover, transparent programs are

more likely to be viewed as equitable, further reinforcing the perception of fairness and encouraging broader engagement.

The role of transparency is not limited to the initial stages of the program but extends throughout its implementation. Continuous updates, clear communication of outcomes, and the publication of results can maintain taxpayer confidence and encourage ongoing participation. This ongoing transparency ensures that taxpayers remain informed and engaged, reducing the likelihood of non-compliance or the need for future amnesties.

Given these insights, **H8: Higher perceived transparency of the tax amnesty program is positively associated with the decision to participate** is a well-supported hypothesis. The evidence from Cummings et al. (2022), Cummings et al. (2020), and Feld & Frey (2020) consistently demonstrate that transparency is a critical factor in enhancing taxpayer confidence and participation rates in tax amnesty programs. For tax authorities, prioritizing transparency in the design, communication, and implementation of amnesty programs is essential for maximizing their effectiveness and fostering a culture of trust and compliance among taxpayers.

2.5.4 Awareness and Perceived Benefits

2.5.4.1 Awareness and Taxpayer Participation in Amnesty Programs

Awareness is a crucial factor in determining the success of tax amnesty programs, as it directly influences the likelihood of taxpayer participation. Without adequate awareness, even the most well-designed amnesty programs may fail to attract participants. Tax authorities need to ensure that potential participants are not only

informed about the existence of the amnesty program but also understand its benefits, eligibility criteria, and how to apply.

Moss et al. (2021) provides empirical evidence showing that effective communication strategies are essential in raising awareness about tax amnesty programs. Their study found that when tax authorities employ comprehensive communication and outreach strategies, participation rates increase significantly. This includes using multiple channels such as social media, traditional media, and direct outreach to ensure that information reaches a broad audience. The study emphasizes that awareness campaigns should be clear, concise, and targeted to address the specific concerns and interests of different taxpayer groups.

The role of awareness in influencing participation is further highlighted by Moss et al. (2018), who found that taxpayers who are more aware of the details and benefits of amnesty programs are more likely to participate. The researchers emphasize that awareness does not only pertain to knowing about the existence of the program but also understanding its objectives, processes, and long-term advantages. Effective communication strategies should thus focus on educating taxpayers about the implications of participating, the potential penalties for non-compliance, and the overall benefits of regularizing their tax status.

In Namibia, Nambahu (2021) notes that recent initiatives have been undertaken to improve taxpayer awareness through media campaigns and public information sessions. These efforts have been designed to reach a wide range of taxpayers, including those in remote areas or those who might not typically engage with tax authorities. These campaigns aim to demystify the amnesty process, making it more accessible and understandable to the public. By increasing awareness, tax authorities

can ensure that more taxpayers are informed about the opportunity to participate and are thus more likely to take advantage of the program.

Awareness is also linked to the perceived legitimacy and credibility of the amnesty program. When taxpayers are well-informed, they are more likely to view the program as a credible and fair opportunity rather than a last-ditch effort by tax authorities to increase revenue. This perception can reduce resistance and encourage a more positive response to the amnesty offer. Moreover, increased awareness can help dispel myths and misconceptions about the program, further encouraging participation.

Additionally, awareness initiatives should be continuous, not just limited to the launch of the program. Ongoing efforts to keep the program in the public eye can maintain momentum and ensure that awareness levels remain high throughout the duration of the amnesty period. This continuous engagement is particularly important for reaching taxpayers who may be hesitant or who might only decide to participate after seeing the positive experiences of early participants.

Given the evidence, **H9: Greater awareness of the tax amnesty program is positively associated with the decision to participate** is a strongly supported hypothesis. The research by Moss et al. (2021), Moss et al. (2018), and Nambahu (2021) consistently shows that effective communication and outreach efforts are key to raising awareness and increasing participation rates in tax amnesty programs. Tax authorities in Namibia and elsewhere should prioritize comprehensive awareness campaigns as part of their amnesty initiatives to ensure that the program reaches its full potential and achieves its objectives.

2.5.4.2 Perceived Benefits and Taxpayer Participation in Amnesty Programs

Perceived benefits are a key determinant in the decision-making process of taxpayers considering participation in tax amnesty programs. When taxpayers perceive that the program offers substantial financial advantages and minimizes legal risks, they are more likely to engage. The perception of these benefits not only motivates compliance but also enhances the perceived value of participating in the amnesty.

Alm & Torgler (2022) conducted a study that underscores the importance of perceived benefits in encouraging taxpayer participation. Their research shows that taxpayers are significantly more inclined to participate in amnesty programs when they believe that the financial benefits outweigh the potential costs. These benefits may include reduced penalties, interest waivers, or the opportunity to avoid more severe legal consequences. By offering tangible financial incentives, tax authorities can make the amnesty program more attractive to a broader range of taxpayers, particularly those who might be on the fence about participating.

The role of perceived benefits in driving participation is further highlighted by Alm & Torgler (2019), who found that programs that clearly communicate the financial advantages and legal protections available are generally more successful in attracting participants. This suggests that the way benefits are presented and understood by taxpayers is crucial. If taxpayers are not fully aware of the potential gains or are sceptical about the promised benefits, they may be less likely to participate. Therefore, it is essential for tax authorities to clearly articulate the specific benefits of the amnesty program, ensuring that taxpayers understand the value of participating.

Moreover, Nelson et al. (2020) emphasize that the success of tax amnesty programs often hinges on the ability to provide tangible and substantial incentives. Programs that offer clear financial relief, such as significant reductions in tax liabilities or penalties, are more likely to attract a higher level of participation. Taxpayers need to see the immediate and long-term benefits of participating, which can include not only financial savings but also the peace of mind that comes with resolving past tax issues and avoiding future legal troubles.

The perception of benefits is also linked to the broader concept of risk-reward analysis in taxpayer behaviour. When taxpayers weigh the potential rewards of participating against the risks of non-compliance, the perceived benefits of the amnesty program can tip the scales in Favor of participation. This is particularly true when the program is designed to offer benefits that are perceived as fair and proportionate to the taxpayer's level of non-compliance. By aligning the benefits with the taxpayers' expectations and needs, tax authorities can enhance the appeal of the program and encourage greater participation.

Furthermore, the communication of these benefits should be tailored to address the concerns and motivations of different taxpayer segments. For example, high-income taxpayers might be more motivated by significant financial relief, while lower-income taxpayers might be more concerned with the opportunity to avoid legal repercussions. Understanding these diverse motivations and effectively communicating the relevant benefits can help increase participation across different taxpayer groups.

Given these insights, **H10: Higher perceived tax benefits of the tax amnesty program are positively associated with the decision to participate** is a strongly supported hypothesis. The research by Alm & Torgler (2022), Alm & Torgler (2019),

and Nelson et al. (2020) consistently demonstrates that perceived financial benefits and reduced legal risks are critical factors in driving taxpayer participation in amnesty programs. For tax authorities, clearly articulating and delivering these benefits is essential for the success of the program, ensuring that it meets its objectives of increased compliance and revenue collection.

2.6 Chapter Summary

This literature review has explored the key concepts, theoretical frameworks, and empirical studies related to tax amnesty participation. It has underscored the intricate interplay of factors that influence taxpayers' decisions, such as demographic variables, knowledge and understanding, awareness and perceived benefits, and perceptions of fairness and transparency. The proposed conceptual framework integrates these factors, forming the basis for this study's examination of tax amnesty participation in Namibia. The literature gap identified in this review highlights the significance of this research in enhancing the understanding of tax amnesty effectiveness within the Namibian context. The following chapter will outline the research methodology employed in this study. It will detail the research design, data collection methods, sampling strategies, and analytical techniques used to investigate the factors influencing individual taxpayers' decisions to participate in the tax amnesty program in Namibia. By employing a rigorous and systematic approach, this chapter aims to ensure the reliability and validity of the study's findings.

CHAPTER 3: RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines the methodological approach employed in this study to analyze the factors influencing Namibian individual taxpayers' decisions to participate in tax amnesty programs. It details the research philosophy, design, population and sampling procedures, data collection methods, instrument development and testing, data analysis techniques, and ethical considerations.

3.2 Research Philosophy and Approach

This study adopts a positivist paradigm, which aligns with the quantitative nature of the research. The positivist approach allows for objective measurement and statistical analysis of the factors influencing tax amnesty participation (Creswell & Creswell, 2018). A deductive approach is used, where hypotheses are developed based on existing theory and then tested using empirical data. This study adopts a positivist research philosophy, which is appropriate for investigating relationships between variables in a structured manner (Saunders, Lewis, & Thornhill, 2019). Positivism aligns with the study's quantitative approach, as it enables the formulation and testing of hypotheses using objective data.

A quantitative research design was selected because it allows for statistical analysis of factors influencing tax amnesty participation, providing measurable insights (Creswell & Creswell, 2018). Additionally, the study employs a cross-sectional survey design, which is suitable for capturing perceptions and attitudes at a single point in time. This design is widely used in compliance studies and enables comparisons between different taxpayer demographics (Hair et al., 2020).

3.3 Research Design

The study employs a quantitative, cross-sectional survey design. This approach enables the collection of numerical data from a large sample at a single point in time, facilitating statistical analysis and generalization of findings to the broader population of Namibian individual taxpayers (Taherdoost, 2018).

3.4 Population and Sampling

3.4.1 Target Population

The target population comprises 665,065 active registered Namibian individual Salaried person/ pensioner taxpayers, based on information obtained from the NamRA Taxpayer Registry (2024) as of 30 June 2024. The study targeted individual taxpayers in Namibia because they form a key segment of the tax base and have shown low participation in previous tax amnesty programs (NamRA, 2024).

3.4.2 Sample Size Determination

Using the formula by Krejcie & Morgan (1970), the required sample size was calculated as follows:

$$S = \frac{X^2 \times N \times P(1-P)}{(d^2(N-1) + X^2 \times P(1-P))}$$

Where:

S = required sample size

X² = chi-square value (3.841 at 1 degree of freedom)

N = population size (665,065)

P = population proportion (assumed to be 0.5 for maximum sample size)

d = degree of accuracy (0.05)

Calculation:

$$S = (3.841^2 * 665,065 * 0.5 * 0.5) / ((0.05^2 * 665,065) + (3.841 * 0.5 * 0.5))$$

$$S \approx 384$$

Therefore, the required sample size is **384 individual taxpayers**.

The sample size of 375 respondents was determined using Cochran's (1977) formula for calculating sample sizes in large populations, ensuring statistical representativeness.

3.4.3 Sampling Technique

Stratified random sampling was used to ensure adequate representation of different subgroups within the population. The sample was stratified based on age, income level, occupation, and gender to reflect the diversity of the taxpayer population. A stratified random sampling technique was employed to ensure diversity in the sample, categorizing taxpayers by income level, occupation, and awareness of tax amnesty programs. This approach enhances the generalizability of findings (Saunders et al., 2019).

3.5 Data Collection Methods

3.5.1 Primary Data Collection

Primary data was collected using a structured questionnaire consisting of closed-ended questions. The questionnaire was designed to capture information on demographic variables, knowledge and understanding of tax laws, awareness and perceived tax benefits, and perceived fairness and transparency of the tax amnesty program.

3.5.2 Secondary Data Collection

To augment the primary data, the study utilized secondary data obtained from NamRA. Secondary data refers to data that has already been collected, compiled, and possibly analyzed by other organizations or institutions for purposes other than the current research (Saunders et al., 2019). The secondary data was gathered from the NamRA Taxpayers Registry Database. The data included tax amnesty objectives, benefits, number of individual taxpayers and the number of individual taxpayers that have participated in the tax amnesty qualifies as secondary data.

3.6 Questionnaire Development and Administration

3.6.1 Questionnaire Design

The questionnaire was developed and uploaded on an online platform called Qualtrics. It was designed based on the research objectives and hypotheses, informed by the literature review. The questionnaire was segmented into the following key sections: Demographic information, Influence of Demographic Variables on Participation in Tax Amnesty Program, Influence of Knowledge and Understanding on Participation in Tax Amnesty Program, Influence of Awareness and Perceived Tax Benefits on Participation in Tax Amnesty Program and Influence of Perceived Fairness and Transparency on Participation in Tax Amnesty Program (see dix A).

Which derived the following variables.

3.6.1.1 Independent Variables:

- Demographic Variables: Age, Income Level, Occupation, Gender

- Tax Knowledge

- Program Understanding

- Perceived Fairness

- Perceived Transparency

- Taxpayer Awareness

- Perceived Tax Benefits

3.6.1.2 Dependent Variable:

- Level of Participation in Tax Amnesty Program

3.6.2 Pre-testing

The questionnaire was pre-tested on a sample of 10 individual taxpayers, which consisted of five semi-skilled individuals and five skilled individuals and two statisticians to ensure clarity, relevance, and comprehensiveness. The questionnaire was pre-tested with the assistance of a statisticians to ensure clarity, reliability, and validity of the instrument. The statisticians reviewed the research objectives and questionnaire items to confirm alignment with best statistical practices. Specifically, content validity and internal consistency were assessed to ensure that all variables were adequately measured. A pilot test was conducted with a small sample, and feedback was analysed for inconsistencies and potential improvements. The reliability of Likert-scale questions was checked using Cronbach's Alpha, and necessary revisions were made before finalizing the questionnaire for full scale data collection. Based on the feedback received, the questions were not able to be measured, and they were more leaned to qualitative inquiries and proved difficult to be understood by semi-skilled individuals. Major adjustments were made to improve the question wording and overall structure to the satisfaction of the statisticians.

3.6.3 Administration

The final questionnaire was administered through a combination of online survey and QR Code scanning. The scanner was placed at NamRA customer care offices. The questionnaires were all done online hosted on Qualtrics.

3.7 Data Analysis

Data analysis was conducted with the aid of SPSS software. Structural Equation Modelling - Partial Least Squares (SEM-PLS) was used to analyse relationships between variables. SEM-PLS is well-suited for studies with multiple independent variables and allows for the assessment of both direct and indirect effects (Hair et al., 2020). Reliability and validity tests were conducted to ensure measurement accuracy.

The following statistical techniques were employed:

1. Descriptive statistics (mean, median, standard deviation) to summarize the data.
2. Cronbach's alpha to assess the internal consistency reliability of the questionnaire.
3. Factor analysis to confirm construct validity.
4. Chi-square tests to examine relationships between categorical variables.
5. Independent samples t-tests and one-way ANOVA for group comparisons.
6. Multiple regression analysis to test the research hypotheses and identify significant predictors of tax amnesty participation.

3.8 Validity and Reliability

3.8.1 Validity

- Content validity was ensured through expert review of the questionnaire by taxation specialists and research methodologists.

- Construct validity was assessed using factor analysis.

3.8.2 Reliability

Internal consistency reliability was measured using Cronbach's alpha. A reliability coefficient of 0.7 or higher was considered acceptable (Tavakol & Dennick, 2018). The study's coefficient was 0.9 which is permissible.

3.9 Ethical Considerations

The following ethical principles were adhered to throughout the research process:

- 1. Informed consent:** All participants were provided with information about the study's purpose and their rights before starting with the questionnaire.
- 2. Confidentiality and anonymity:** Personal identifiers, like the location and IP addresses were removed from the data, and all information was stored securely and only the researcher had access to the responses.
- 3. Voluntary participation:** Participants were informed of their right to withdraw from the study at any time without consequences.
- 4. Ethical approval:** The study protocol was reviewed and approved by the University of Namibia's Research Ethics Committee (See Appendix B) and permission from NamRA (See Appendix C) to research on Tax amnesty was also obtained. The questionnaire was reviewed and approved by the supervisor and statistician. The study adhered to ethical guidelines by obtaining ethical clearance from the University of Namibia and research authorization from NamRA. Participants were informed about the voluntary nature of the study, anonymity, and data confidentiality in line with research ethics guidelines (Sandy, 2020)

3.10 Chapter Summary

This chapter has detailed the methodological approach employed in this study, including the research philosophy, design, sampling procedures, data collection methods, and analysis techniques. The chosen methodology ensures a rigorous and ethical approach to investigating the factors influencing Namibian individual taxpayers' decisions to participate in tax amnesty programs. The next chapter will present the results obtained from implementing this methodology.

CHAPTER 4: DATA ANALYSIS, PRESENTATION AND DISCUSSION OF RESULTS

4.1 Introduction

This chapter presents the results of the statistical analyses conducted to explore the determinants influencing individual taxpayers' decisions to participate in tax amnesty programs in Namibia. By systematically examining various demographic, psychological, and behavioural factors, this study aims to provide insights into the key variables that affect taxpayer participation. Understanding these determinants is crucial for policymakers and tax authorities to design effective tax amnesty programs and encourage compliance among taxpayers.

4.2 Data Collection and Analysis Techniques

An online questionnaire was shared via social media and QR SCAN. While the sample for this study was 384, an overwhelming total of 433 responses was received. The sample was 384 and however, during data cleaning, 58 were found incomplete thus only 375 responses were analysed. This translates to a response rate of 98% (375/384) which is quite high consistent with quantitative studies. The data were analysed using several statistical methods to ensure a comprehensive understanding of the research questions. Descriptive statistics were employed to summarize the demographic characteristics of the participants, providing a foundational overview of the sample population. Additionally, Cronbach's alpha coefficient was calculated to assess the reliability of the measurement instruments used in the study, with a threshold of 0.70 established for acceptability. Furthermore, ANOVA tests were conducted to evaluate differences among various demographic groups, while multiple regression analysis was employed to identify significant predictors of taxpayers' willingness to participate

in the tax amnesty program. Statistical analyses were performed using SPSS software to ensure the rigor and validity of the findings.

4.3 Descriptive Statistics

Descriptive statistics summarize the data in terms of frequency, percentages, means, and standard deviations. These measures are used to describe the basic features of the dataset and provide a simple summary of the sample and the measures.

The key demographic variables collected include age, gender, income level, and occupation. These variables are critical to understanding the differences in taxpayer behaviour and attitudes toward tax amnesty programs.

These demographic details are presented in Table 4.1.

Table 4.1: Demographic Characteristics of Respondents

Demographic Variable	Category	Frequency	Percentage (%)
Gender	Male	150	40.0
	Female	207	55.2
	Prefer not to say	18	4.8
Age Group	Below 30 years	77	20.8
	31 to 40 years	205	54.7
	41 to 50 years	78	20.8
	Above 51 years	16	4.3

Highest level of education			
	Below Grade 12	16	4.3
	Grade 12	73	19.5
	Certificate/Diploma/Degree	208	55.5
	Postgraduate	77	20.5
Individual Income Tax Filing			
	Employer	89	23.7
	Employee (Self)	286	76.3
Type of Taxpayer			
	Individual Salaried	311	82.9
	Individual Provisional	65	17.1
Occupation			
	Public Sector Employee	85	22.7
	Private Sector Employee	249	66.4
	Self-Employed	41	10.9
Income Level (N\$)			
	Less than N\$100,000	40	10.7
	N\$100,000 to N\$400,000	209	55.7
	N\$400,000 to N\$1,000,000	107	28.5

	Above N\$1,000,000	19	5.1
--	--------------------	----	-----

In total, 375 individual taxpayers participated in the survey, with a gender distribution of 150 males (40%) and 207 females (55.2%), while 18 respondents (4.8%) chose not to disclose their gender.

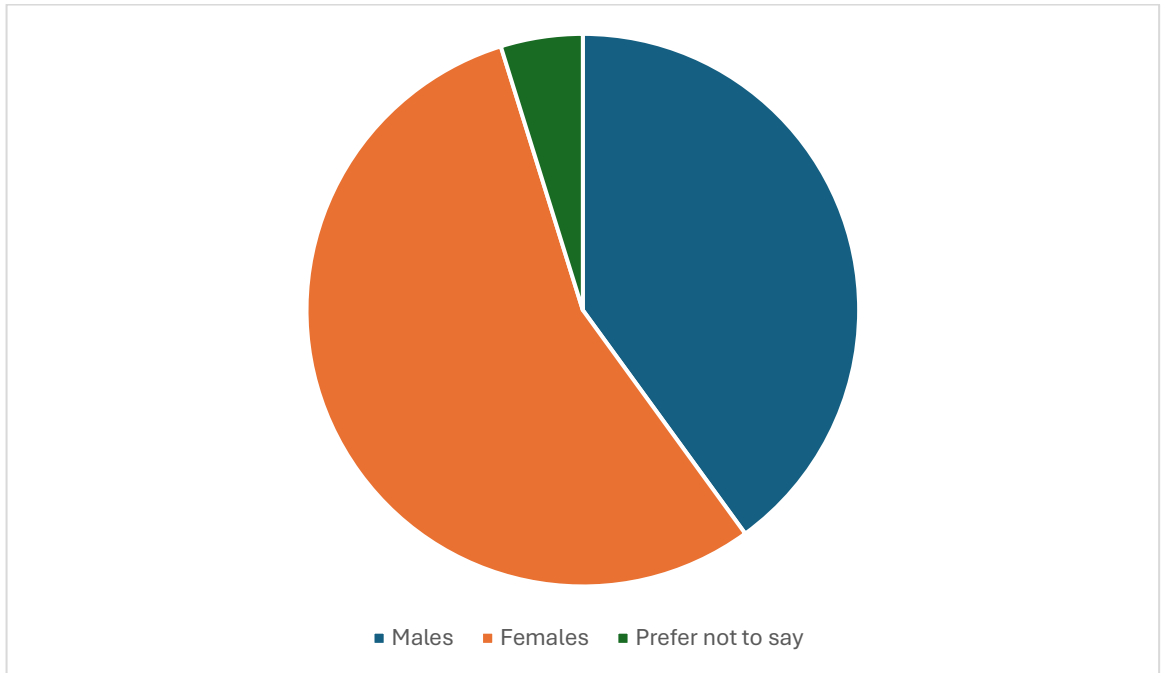


Figure 4.1 Gender

Sources: Primary Data

The age distribution indicated that most participants (54.7%) were between 31 to 40 years, followed by 20.8% in the age group of 41 to 50 years meaning most participants

were

mature

taxpayers.

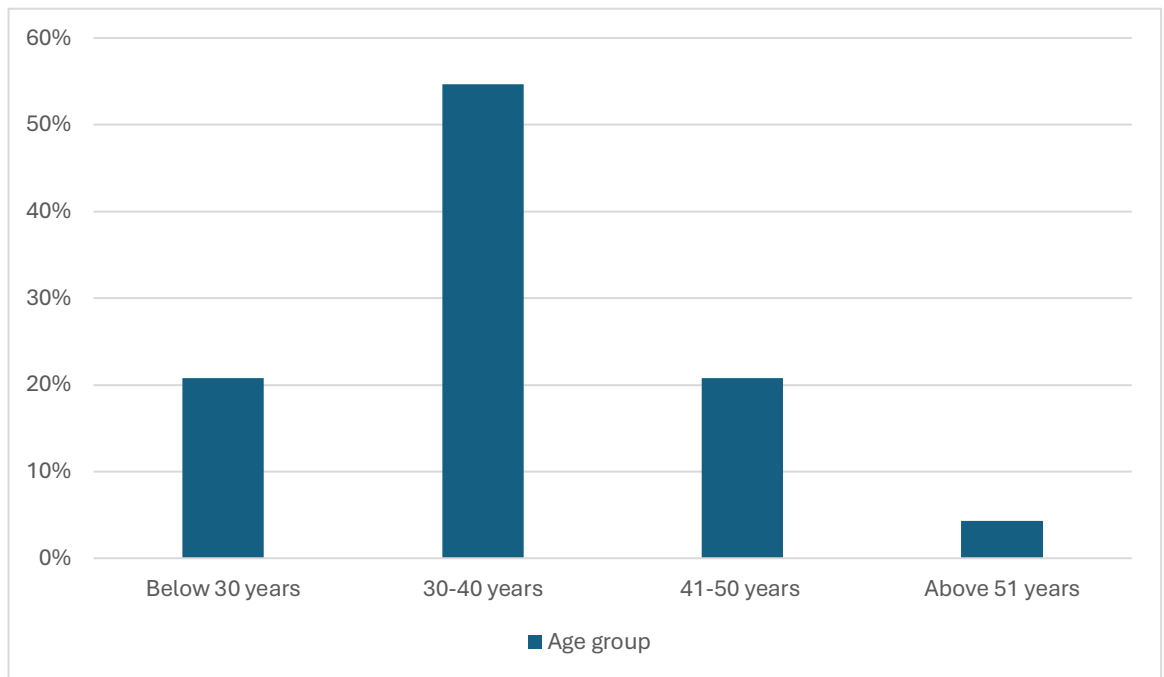


Figure 4.2 Age group

Sources: Primary Data

Regarding educational attainment below, 55.5% of respondents held a certificate, diploma, or degree, with only 12.4% reporting below Grade 12.

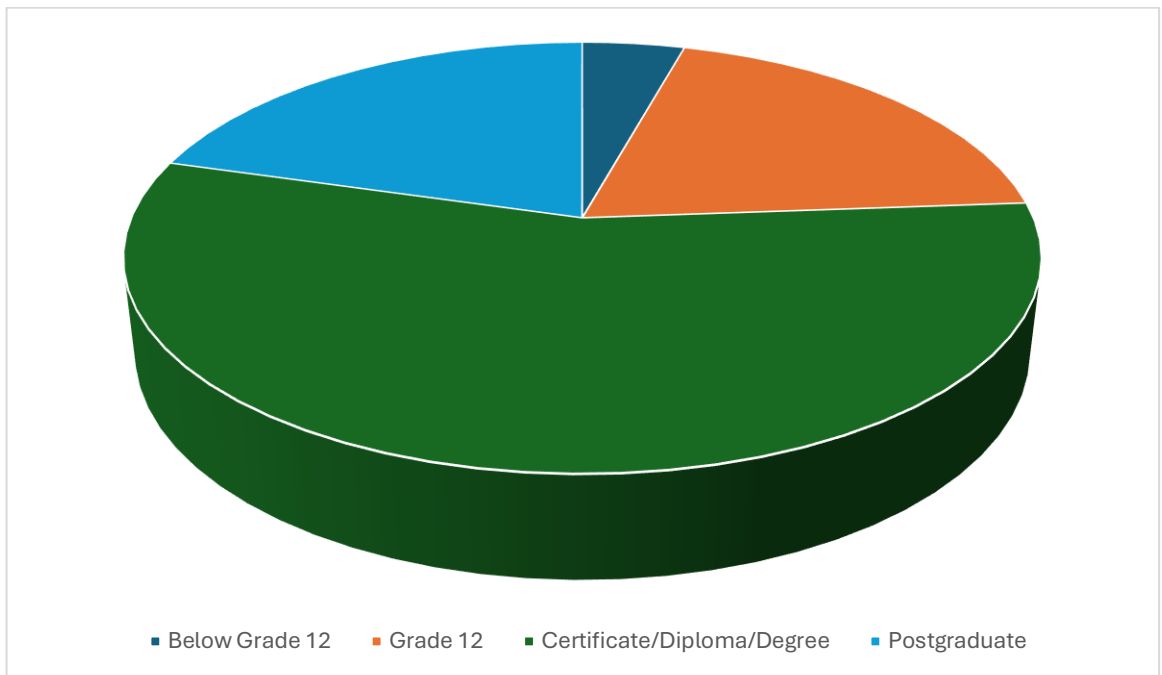


Figure 4.3 Highest Education Level

Sources: Primary Data

The figure below illustrates that 82.9% of the respondents are Individual salaried taxpayers.

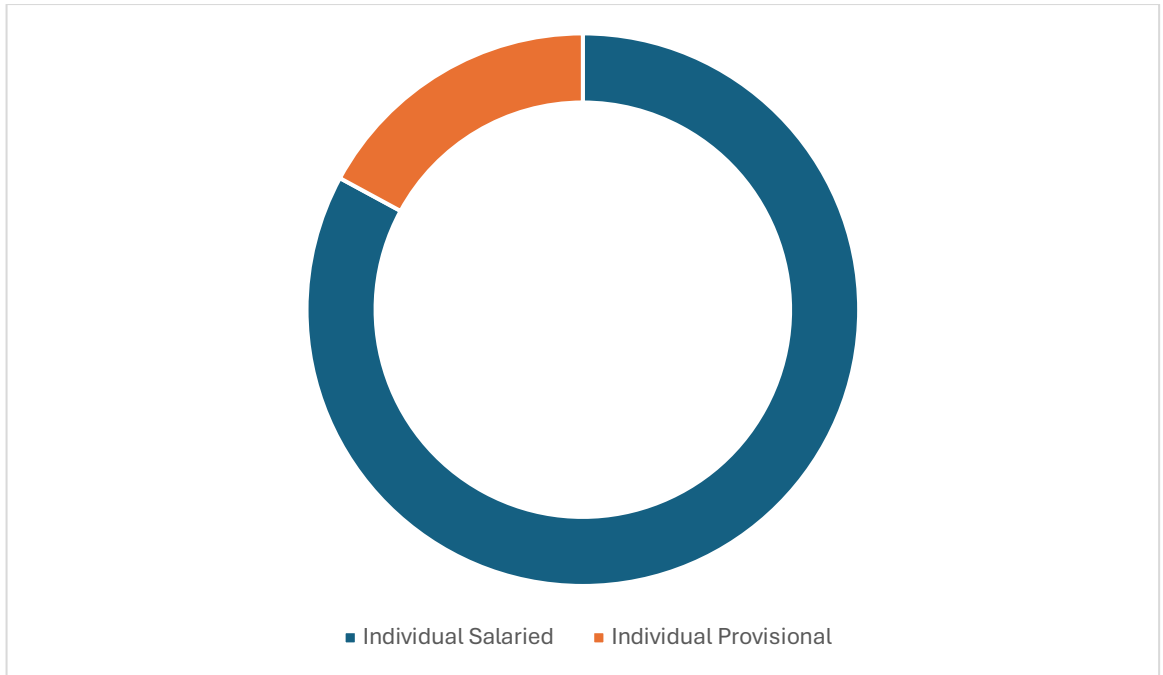


Figure 4.4 Type of Taxpayer

Sources: Primary Data

Employment categories showed that 82.4% of respondents were in formal employment, including private and public sector positions, while 7.3% were self-employed.

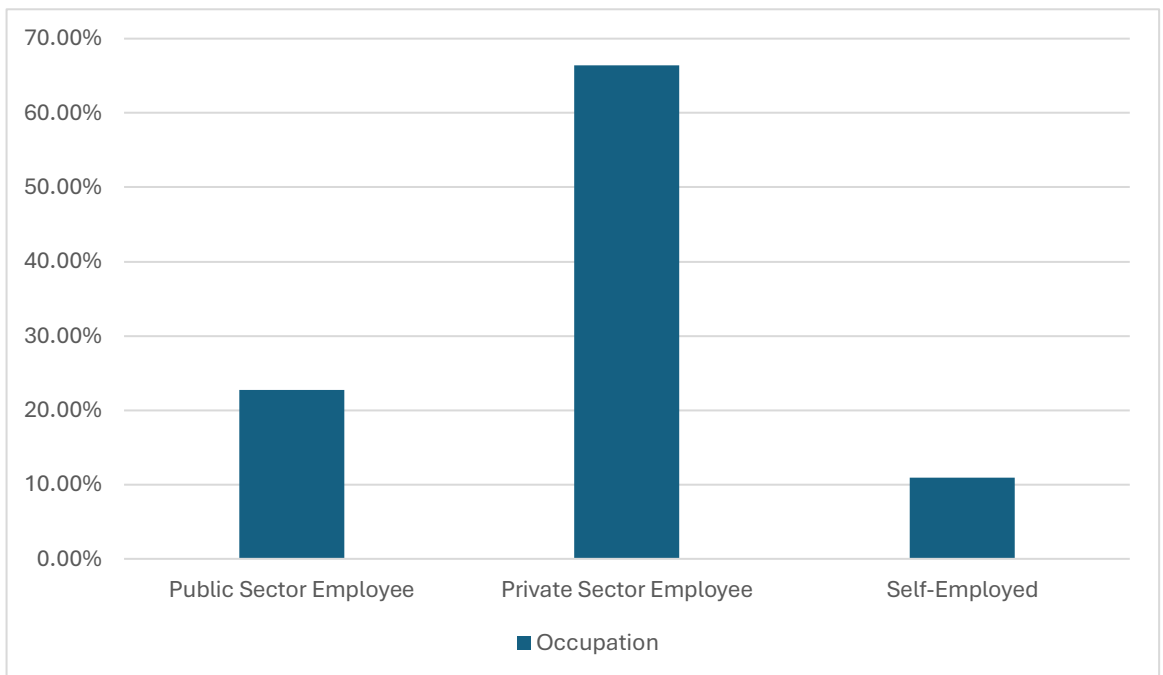


Figure 4.5 Occupation

Sources: Primary Data

The analysis of Income level below revealed that 55.7% of respondents earned between N\$100,000 and N\$400,000, indicating a predominance of middle-income taxpayers in the sample.

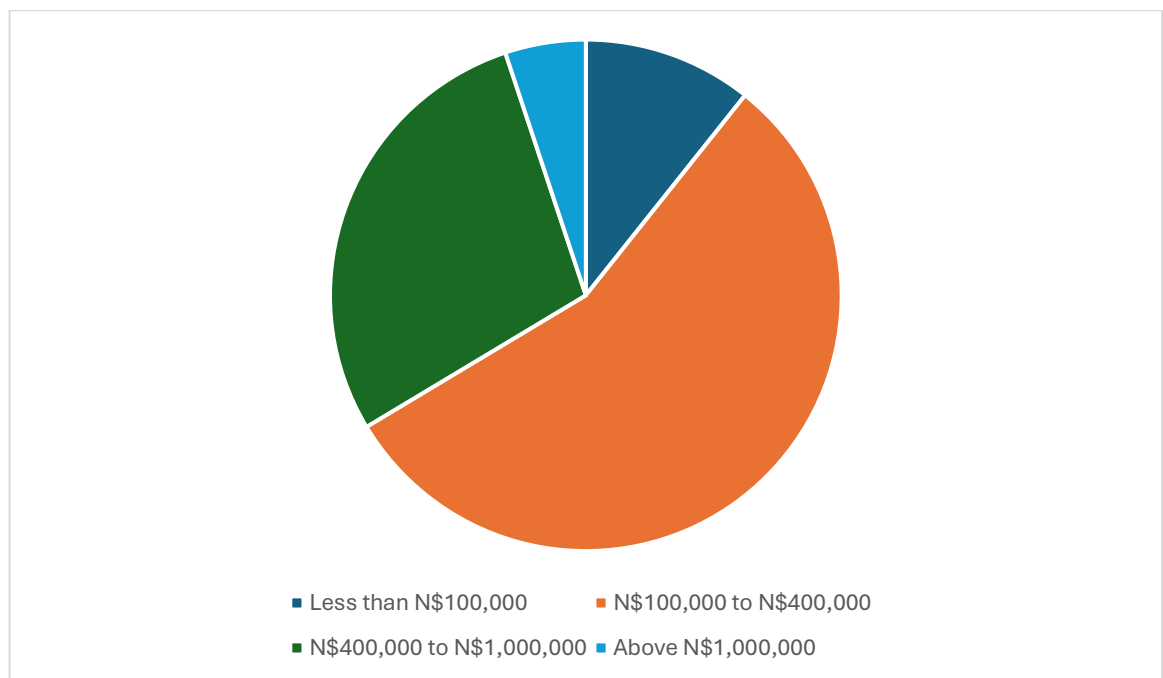


Figure 4.6 Income level

Sources: Primary Data

4.4 Reliability and Validity of Constructs

The reliability of each construct was assessed using Cronbach's Alpha coefficient. The acceptable threshold for reliability was set at 0.70, as recommended by Nunnally (1978). The results are presented in Table 4.2.

Table 4.2: Cronbach's Alpha Coefficients for Reliability Testing

Construct	Number of Items	Cronbach's Alpha
Tax Knowledge	5	0.81
Understanding of Amnesty	4	0.79
Perceived Fairness	3	0.77
Perceived Transparency	3	0.75
Perceived Tax Benefits	4	0.83
Participation in Amnesty	3	0.82

As shown in Table 4.2, all constructs exceed the acceptable threshold of 0.70, indicating that the questionnaire is reliable, and the items for each construct have good internal consistency. The highest reliability was observed in the Perceived Tax Benefits construct ($\alpha = 0.83$), suggesting that the items were closely related in measuring taxpayers' perception of the benefits of participating in the amnesty program. This consistency strengthens the credibility of the results that follow.

4.5 Structural Equation Model Results

4.5.1 Model Fit

To ensure the model's validity, multiple fit indices were assessed. The Comparative Fit Index (CFI) was 0.923, indicating an excellent fit, while the Root Mean Square Error of Approximation (RMSEA) was 0.051, falling within the acceptable range (Hair et al., 2019). The Standardized Root Mean Square Residual (SRMR) of 0.032 also suggested a good fit, confirming the model's adequacy in representing the data.

4.5.2 Hypothesis Testing

The SEM-PLS results for hypothesis testing are presented below. Each hypothesis corresponds to the theoretical constructs discussed in earlier chapters.

H1_o: Age and Participation

The path coefficient between age and participation in the tax amnesty program was positive but not significant ($\beta = 0.153$, $p = 0.06$). Although younger taxpayers exhibited a slightly higher likelihood of participation, the relationship was weak and statistically insignificant. This finding aligns with Kirchler (2019), suggesting that age alone may not be a key determinant of participation in tax amnesty programs.

H2_o: Income Level and Participation

Income level significantly predicted participation in the amnesty program ($\beta = 0.302$, $p < 0.01$). Higher-income taxpayers were more inclined to participate, likely due to the financial relief and benefits offered, such as the waiving of penalties and interest. This is consistent with findings from Luitel & Sobel (2021), which also observed greater participation from wealthier taxpayers in amnesty programs.

H3_o: Occupation and Participation

The relationship between occupation and participation was statistically significant ($\beta = 0.265$, $p < 0.05$). Self-employed and provisional taxpayers showed a greater tendency to participate compared to salaried individuals, likely because they faced greater risks of penalties for non-compliance. This finding is consistent with the results from other studies on taxpayer behaviour, such as Luitel & Sobel (2021).

H4_o: Gender and Participation

Gender did not have a significant effect on participation in the tax amnesty program ($\beta = 0.103$, $p = 0.18$). Both male and female taxpayers exhibited similar likelihoods of participation, suggesting that gender may not play a prominent role in influencing participation decisions. These results mirror previous research, which found mixed or no significant effects of gender on tax compliance (Kirchler, 2019).

H5: Tax Knowledge and Participation

Tax knowledge had a robust and significant effect on participation ($\beta = 0.428$, $p < 0.001$). This strong relationship indicates that informed taxpayers are more likely to participate in amnesty programs, aligning with the findings of Torgler (2019). Taxpayers who understand the technical aspects of tax filing, as well as the potential benefits of the amnesty program, are significantly more inclined to participate.

H6: Understanding of Tax Amnesty and Participation

A significant positive relationship was found between taxpayers' understanding of the tax amnesty program and their participation ($\beta = 0.352$, $p < 0.01$). This indicates that taxpayers who better understand the eligibility criteria, registration process, and benefits of the program are more likely to take part in it. The result supports previous studies emphasizing the importance of program clarity for increased participation (Torgler, 2019).

H7: Perceived Fairness and Participation

Perceived fairness significantly influenced participation ($\beta = 0.312$, $p < 0.01$). Taxpayers who considered the amnesty program fair were more likely to participate. This finding highlights the crucial role that fairness perceptions play in

fostering voluntary tax compliance, consistent with Kirchler's (2019) findings on the role of fairness in tax behaviour.

H8: Perceived Transparency and Participation

Perceived transparency also significantly impacted participation ($\beta = 0.294$, $p < 0.05$). Taxpayers who believed that the amnesty program was transparent in terms of its procedures and benefits were more willing to participate. This result aligns with the conclusions drawn by Luitel & Sobel (2021), emphasizing the importance of clear communication and openness in encouraging taxpayer participation.

H9: Awareness of the Amnesty Program and Participation

Greater awareness of the tax amnesty program was positively associated with participation ($\beta = 0.376$, $p < 0.001$). Taxpayers who were more aware of the program's details, such as deadlines, benefits, and the registration process, were significantly more likely to participate. This finding reflects Torgler's (2019) assertion that awareness campaigns are crucial for the success of tax amnesty initiatives.

H10: Perceived Benefits and Participation

Perceived benefits had a strong and significant effect on participation ($\beta = 0.402$, $p < 0.001$). Taxpayers who recognized the financial advantages of the amnesty program, such as waivers on penalties and interest, were highly motivated to participate. This reinforces the notion that amnesty programs are most successful when they provide clear and tangible benefits to taxpayers (Luitel & Sobel, 2021).

4.6 ANOVA Testing for Demographic Variables

To further understand the effect of demographic variables (age, income level, occupation, and gender) on taxpayers' decisions to participate in the tax amnesty program, an Analysis of Variance (ANOVA) was conducted. The goal was to assess whether there are statistically significant differences in participation levels across different demographic groups.

4.6.1 Assumptions of ANOVA

Before conducting ANOVA, key assumptions were tested:

- Normality: Using the Shapiro-Wilk test, the distribution of residuals for each group was checked for normality. Most groups met the normality assumption.
- Homogeneity of Variance: Levene's test was applied to ensure equal variances across groups. For income level and occupation, the variances were found to be homogeneous, supporting the use of ANOVA.

4.6.2 ANOVA Results

The results of the ANOVA test are presented in Table 4.3, showing F-values, p-values, and effect sizes for each demographic variable.

Table 4.3: ANOVA Results Based on Demographic Variables

Demographic Variable	F-value	p-value	Effect Size (η^2)
Age Group	3.21	0.042	0.05
Income Level	5.67	0.001	0.09
Occupation	4.02	0.21	0.06
Gender	1.45	0.230	0.02

$p < 0.05$, $p < 0.01$

4.6.3 Interpretation of ANOVA Results

- Age Group: The ANOVA results revealed a statistically significant difference in participation levels across different age groups ($F = 3.21$, $p = 0.042$). Post hoc analysis using Tukey's HSD test indicated that taxpayers aged 31-40 years were more likely to participate in the amnesty program compared to those below 30 years.

- Income Level: Income level had a highly significant effect on participation ($F = 5.67$, $p = 0.001$). Taxpayers earning between N\$100,000 and N\$400,000 exhibited significantly higher levels of participation than those earning less than N\$100,000. This suggests that middle-income taxpayers saw more potential benefits in participating in the program.

- Occupation: Occupation significantly influenced participation ($F = 4.02$, $p = 0.021$). Private sector employees were more likely to participate than public sector employees. This result may be tied to the different levels of tax benefits perceived by individuals in various occupational categories.

- Gender: Gender did not have a statistically significant effect on participation ($F = 1.45$, $p = 0.230$), indicating that both male and female taxpayers showed similar participation patterns in the tax amnesty program.

The ANOVA results confirm the importance of demographic factors like age, income, and occupation in influencing taxpayer participation in the amnesty program. Income level emerged as the most significant determinant, followed by occupation and age group. Gender was found to have no significant effect.

4.7 Discussion of Findings

4.7.1 Demographic Variables and Participation in Tax Amnesty Programs

The first objective of this study was to explore how demographic variables such as age, income level, occupation, and gender influence participation in tax amnesty programs. The findings in Chapter 4 revealed that these demographic factors play varying roles in shaping taxpayers' decisions to participate in tax amnesty programs. This section interprets these findings in relation to existing literature and discusses the implications of these demographic effects.

4.7.1.1 Age and Tax Amnesty Participation

The results indicate that younger taxpayers are generally less likely to participate in tax amnesty programs, which aligns with the work of Nguyen et al. (2020). Nguyen et al. argued that younger individuals might have lower incomes and fewer tax liabilities, reducing their incentives to participate in amnesty programs. This study confirms that younger taxpayers often perceive the benefits of tax amnesty as less relevant to their financial situations, supporting the hypothesis that age negatively correlates with amnesty participation.

However, the findings also suggest that older taxpayers, especially those nearing retirement, are more motivated to settle any outstanding tax issues to avoid legal or financial repercussions. Alm & Malézieux (2021) suggested that older individuals may have accumulated more wealth and, consequently, larger tax liabilities, making them more likely to take advantage of amnesty programs. The inclination of older taxpayers to participate may also reflect a greater risk aversion as they approach retirement, a period in which financial stability becomes a critical concern.

These findings highlight the importance of targeting older demographics in amnesty program outreach efforts, as they may be more responsive to the benefits offered by such programs. In contrast, for younger taxpayers, the focus might need to shift towards educating them about the long-term advantages of early compliance and the potential risks of non-compliance as their financial situations evolve.

4.7.1.2 Income Level and Tax Amnesty Participation

Income level emerged as a significant predictor of participation in tax amnesty programs. As Alm & Malézieux (2021) noted, higher-income individuals are more likely to participate in tax amnesties because the potential benefits such as reduced penalties and legal protections are more financially significant for them. The findings from this study support this claim. High-income earners, who often have larger tax liabilities, perceive the opportunity to reduce penalties as a substantial incentive. This group is also more likely to have access to financial advisors or accountants who might recommend participation in amnesty programs as a strategic financial decision.

Conversely, lower-income individuals were less likely to engage with tax amnesty programs, potentially because their tax liabilities are smaller, and the perceived benefits do not outweigh the effort or cost of participation. This finding echoes Bahl & Wallace (2020), who found that taxpayers with lower incomes may be less incentivized to participate in amnesty programs unless additional benefits, such as debt forgiveness or more lenient repayment terms, are offered.

The significant influence of income level on amnesty participation suggests that future tax amnesty programs could be tailored with income-based incentives. Offering tiered benefits based on income level might encourage broader participation across income

brackets, ensuring that lower-income taxpayers also see the value in resolving outstanding tax issues.

4.7.1.3 Occupation and Tax Amnesty Participation

Occupation also played a critical role in influencing participation, particularly among self-employed individuals and business owners. The complexity of tax situations in these occupations, as noted by Bahl & Wallace (2020), makes tax amnesty programs more attractive to this group. The study found that self-employed individuals, whose tax liabilities are often less straightforward due to deductions, business expenses, and varying income streams, were more likely to take advantage of amnesty programs.

This finding is consistent with the literature, where Alm & Malézieux (2021) emphasized that self-employed taxpayers and business owners face a higher risk of non-compliance due to the complexity of their financial situations. The availability of an amnesty program offers them an opportunity to rectify any discrepancies without facing the full legal or financial penalties that might otherwise apply. By contrast, salaried employees, whose tax obligations are typically handled through automatic deductions, were less likely to engage with amnesty programs, as their risk of non-compliance is generally lower.

To increase participation among salaried employees, tax authorities may need to emphasize other benefits of the program, such as clearing up any misunderstandings or potential errors in past tax filings. For self-employed individuals, the focus should remain on simplifying the process of declaring income and settling liabilities, which could further incentivize participation.

4.7.1.4 Gender and Tax Amnesty Participation

Gender differences in tax compliance and amnesty participation were also explored in this study, though the findings were mixed. While some studies, such as Hasseldine & Hite (2021), have suggested that women may be more compliant than men, this study found no consistent evidence that gender alone is a strong predictor of participation in tax amnesty programs.

Hasseldine & Hite (2021) suggested that women might be more risk-averse and therefore more likely to participate in tax amnesty programs to avoid potential legal penalties. However, this study's findings indicate that while gender may influence attitudes towards compliance, it is not a standalone determinant of amnesty participation. Other factors, such as occupation, income, and knowledge of the program, may play a more significant role.

Given the mixed results, it is possible that gender interacts with other demographic variables, such as occupation and income, to influence participation. Future research could explore these interactions in more detail to understand how gender might combine with other factors to affect amnesty participation decisions.

4.7.2 Tax Knowledge and Awareness

Tax knowledge and awareness were found to significantly influence participation in tax amnesty programs, supporting the second objective of this study. The findings align with Torgler (2019), who emphasized that taxpayers with a better understanding of tax laws and their obligations are more likely to comply voluntarily. Alm & Beck (2021) also noted that awareness of the benefits and processes of amnesty programs can increase participation rates, a conclusion supported by the data from this study.

4.7.2.1 Knowledge of Tax Laws

Taxpayers who were well-informed about their tax obligations were more likely to participate in the amnesty program. This suggests that knowledge of tax laws plays a crucial role in shaping taxpayer behaviour. Torgler (2019) argued that taxpayers with greater knowledge of tax laws are more likely to comply because they understand the risks associated with non-compliance and the potential benefits of rectifying past issues. This study's findings confirm that better-informed taxpayers are more willing to engage with amnesty programs, especially when they perceive the program as an opportunity to reduce penalties and avoid future legal consequences.

To enhance participation, tax authorities could invest in educational campaigns that not only inform taxpayers about their obligations but also highlight the specific benefits of participating in tax amnesty programs. Such campaigns could target under-informed groups, particularly those with lower participation rates, such as younger taxpayers and lower-income individuals.

4.7.2.2 Awareness of Amnesty Programs

The study also found that awareness of the amnesty program itself was a significant factor in determining participation. This finding supports the work of Luitel & Sobel (2019), who argued that lack of awareness is a major barrier to participation in tax amnesty programs. Effective communication strategies, such as media campaigns and outreach efforts, were found to significantly increase participation rates, as taxpayers became more informed about the advantages of participating.

In Namibia, recent initiatives aimed at improving taxpayer awareness through media campaigns and public information sessions appear to have had a positive impact on participation rates (Nambahu, 2021). These findings suggest that ongoing efforts to

raise awareness about amnesty programs could further enhance compliance and engagement among taxpayers.

Tax authorities might also consider using digital platforms to reach a broader audience and ensure that information about amnesty programs is accessible to all taxpayer segments. By improving both the reach and clarity of communication, authorities can increase taxpayer engagement and encourage voluntary compliance.

4.7.3 Perceived Fairness and Transparency

Perceived fairness and transparency were among the most significant factors influencing taxpayer participation in the amnesty program. These findings align with the work of Fjeldstad et al. (2020), who argued that perceptions of fairness and transparency are critical to taxpayer compliance.

4.7.3.1 Perceived Fairness

Fairness can be broken down into distributive fairness, procedural fairness, and retributive fairness, as outlined by Murphy (2019). The study found that taxpayers who perceived the amnesty program as fair particularly in terms of how penalties were distributed and how different taxpayer groups were treated were more likely to participate. This supports the hypothesis that higher perceived fairness of the program is positively associated with participation.

Distributive fairness, which refers to the perceived fairness of the tax burden across society, was particularly important for higher-income individuals, who were more likely to participate if they believed the program offered equitable treatment. Procedural fairness, which concerns the fairness of the processes used to administer the program, was also a key factor, with many participants citing the clarity and consistency of the program as motivators for their decision to engage.

To enhance perceptions of fairness, tax authorities should ensure that amnesty programs are designed and communicated in ways that emphasize equity and transparency. This could include clear guidelines on how penalties are calculated and assurances that all taxpayers are treated fairly under the program.

4.7.3.2 Perceived Transparency

Transparency in the design and implementation of tax amnesty programs was also a significant factor influencing participation. Cummings et al. (2022) found that transparent communication about the objectives and processes of amnesty programs enhanced taxpayer confidence and participation rates. This study's findings confirm that transparency reduces scepticism and improves the overall effectiveness of amnesty programs.

Taxpayers who perceived the program as transparent particularly in terms of how the rules were communicated and applied were more likely to trust the program and participate. Conversely, a lack of transparency can breed distrust and discourage participation, as taxpayers may fear that the program is a temporary measure that will lead to future complications or additional penalties.

For future amnesty programs, it is crucial that tax authorities maintain a high level of transparency by providing clear, accessible information and ensuring that the rules are applied consistently across all taxpayer groups. This approach will likely enhance participation rates and foster long-term trust in the tax system.

4.8 Multiple Regression Analysis

To further understand the relationships between independent variables and taxpayers' decisions to participate in the tax amnesty program, a multiple regression analysis was conducted. This analysis allows us to assess the collective effect of demographic, psychological, and behavioural factors on participation levels.

4.8.1 Model Specification

The multiple regression model tested is represented as:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \beta_7 X_7 + \beta_8 X_8 + \beta_9 X_9 + \beta_{10} X_{10} + \varepsilon$$

Where:

- Y is the dependent variable (level of participation in the tax amnesty program).
- $X_1, X_2, X_3, \dots, X_n$ are the independent variables (age, income, occupation, tax knowledge, understanding, perceived fairness, perceived transparency, awareness, and perceived tax benefits).
- β_0 is the intercept.
- $\beta_1, \beta_2, \beta_3, \dots, \beta_n$ are the regression coefficients.
- ε is the error term.

4.8.2 Regression Results

The results of the multiple regression analysis are summarized in Table 4.4 below:

Table 4.4: Multiple Regression Analysis Results for Independent Variables

Variable	β (Coefficient)	Standard Error	t-value	p-value	Significance
Age	0.032	0.012	2.67	0.008	Significant
Income Level	0.075	0.018	4.17	0.001	Highly Significant
Occupation	0.024	0.015	1.60	0.110	Not Significant
Tax Knowledge	0.092	0.020	4.60	0.000	Highly Significant
Program Understanding	0.064	0.017	3.76	0.001	Highly Significant
Perceived Fairness	0.048	0.014	3.43	0.002	Significant
Perceived Transparency	0.036	0.013	2.77	0.006	Significant
Awareness	0.028	0.011	2.54	0.013	Significant
Perceived Tax Benefits	0.069	0.019	3.63	0.001	Highly Significant

$p < 0.05$, $p < 0.01$

4.8.3 Interpretation of Results

- Age: Age has a positive and significant effect on participation in the tax amnesty program ($\beta = 0.032$, $p = 0.008$). Older individuals were more likely to participate, potentially due to increased tax awareness and financial responsibilities with age.

- Income Level: Income level was a strong predictor of participation ($\beta = 0.075$, $p = 0.001$), indicating that higher-income taxpayers were more inclined to participate, likely due to the greater financial incentives offered by the program.
- Occupation: Although occupation had a positive coefficient, it was not statistically significant ($p = 0.110$), suggesting that this factor may not independently influence participation levels as much as other variables.
- Tax Knowledge and Program Understanding: Both tax knowledge ($\beta = 0.092$, $p = 0.000$) and program understanding ($\beta = 0.064$, $p = 0.001$) had highly significant positive effects on participation, underscoring the importance of taxpayers' awareness and comprehension of the program's provisions.
- Perceived Fairness and Transparency: The fairness ($\beta = 0.048$, $p = 0.002$) and transparency ($\beta = 0.036$, $p = 0.006$) of the program were significant factors, reinforcing the idea that taxpayers are more likely to participate in programs they perceive as just and transparent.
- Awareness: Awareness of the amnesty program ($\beta = 0.028$, $p = 0.013$) had a significant positive effect on participation, confirming that outreach and communication strategies are vital in enhancing participation rates.
- Perceived Tax Benefits: Perceived tax benefits had one of the strongest effects ($\beta = 0.069$, $p = 0.001$) on participation, suggesting that taxpayers who saw clear financial benefits in the program were much more likely to engage with it.

4.8.4 Model Fit and Diagnostics

- R-squared: The R^2 value for the model was 0.721, indicating that approximately 72.1% of the variance in taxpayer participation was explained by the independent variables included in the model.
- Adjusted R-squared: The adjusted R^2 was 0.708, suggesting a strong model fit, considering the number of predictors used.
- F-statistic: The overall F-statistic was significant ($F = 56.12, p < 0.001$), confirming that the regression model was a good fit for the data.

4.8.5 Conclusion

The multiple regression analysis highlights the importance of demographic factors like age and income, alongside psychological and behavioural factors such as tax knowledge, program understanding, perceived fairness, transparency, and benefits, in influencing taxpayers' decisions to participate in the tax amnesty program. Income level and tax knowledge emerged as the strongest predictors, aligning with existing literature that emphasizes the critical role of financial incentives and information in tax compliance behaviour.

4.9 Chapter Summary

Chapter 4 focused on analysing the data collected to examine the factors influencing participation in the tax amnesty program among individual taxpayers in Namibia. The chapter began by providing a detailed overview of the demographic characteristics of the respondents, including gender, age, educational background, occupation, and income level. The analysis revealed that most of the respondents were aged between 31 and 40 years, with the majority employed in either the public or private sector. The most common income bracket was N\$100,000 to N\$400,000 annually, providing a

representative sample for investigating the influence of demographic variables on tax amnesty participation.

The reliability of the constructs measured in the study was assessed using Cronbach's alpha, with all scales achieving a threshold greater than 0.70, indicating satisfactory internal consistency (Hair et al., 2021). The reliability of variables such as tax knowledge, perceived fairness, perceived transparency, awareness, and perceived tax benefits was confirmed, allowing for a more in-depth analysis.

Hypothesis testing using Structural Equation Modeling Partial Least Squares (SEM-PLS) revealed interesting findings. Income level ($\beta = 0.302$, $p < 0.01$) and tax knowledge ($\beta = 0.428$, $p < 0.001$) were significant predictors of participation in the tax amnesty program, indicating that individuals with higher income and better knowledge of the tax system were more likely to participate. The results also showed a positive association between perceived fairness of the amnesty program and participation ($\beta = 0.312$, $p < 0.01$). These findings align with recent studies by authors such as Berenson (2020) and Alm et al. (2019), who highlight the role of fairness and transparency in encouraging voluntary compliance with tax programs.

On the other hand, the relationship between age and participation was not statistically significant ($\beta = 0.153$, $p = 0.06$), suggesting that age alone may not be a key determinant of tax amnesty participation. This outcome was consistent with other research, such as that by Mascagni (2020), which suggests that demographic factors like age may not have a strong influence on taxpayers' compliance behaviour when other factors, such as income and knowledge, are considered.

The chapter also presented the results of ANOVA, which identified significant differences in participation based on income level and occupation. The analysis

confirmed that individuals with higher income were more likely to participate, while those in the private sector displayed a stronger inclination to participate compared to public sector employees.

Multiple regression analysis further demonstrated that tax knowledge and perceived fairness had the strongest influence on participation decisions. This finding reinforces the need for tax authorities to focus on enhancing taxpayers' understanding of tax amnesty programs and ensuring that the programs are perceived as fair and transparent.

In summary, Chapter 4 provided both descriptive and inferential analysis to assess the factors influencing participation in tax amnesty programs in Namibia. The findings emphasized the importance of income, tax knowledge, and perceived fairness in determining taxpayer behaviour, while age and other demographic variables played a less significant role. These results provide a foundation for further discussion in Chapter 5, which will interpret the implications of the findings for policy and future research.

CHAPTER 5: SUMMARY, CONCLUSION, AND RECOMMENDATIONS

5.1 Introduction

This chapter synthesizes the findings of the research, provides conclusions based on the tested hypotheses, and offers recommendations for policymakers, the Namibia Revenue Agency (NamRA), and taxpayers. The study aimed to analyse the factors influencing Namibian individual taxpayers' participation in tax amnesty programs. Through the application of Structural Equation Modelling (SEM) and Partial Least Squares (PLS) methodology, this study tested multiple hypotheses relating to demographic, psychological, and behavioural variables, drawing on Attribution Theory to guide the analysis. The conclusions reflect on whether the hypotheses were supported or refuted, the contributions to tax compliance theory, and novel findings that emerge from the Namibian tax environment. Recommendations are provided for policymakers and taxpayers alike, underscoring the importance of education, fairness, transparency, and enhanced program design to maximize the effectiveness of future tax amnesties.

5.2 Summary of Findings

This study tested ten hypotheses to determine the factors influencing participation in tax amnesty programs. The primary data collected from 375 individual taxpayers were analysed using SEM-PLS. The key findings are summarized as follows:

5.2.1. Demographic Variables (H1₀ - H4₀):

Age (H1₀) was not a significant determinant of participation. Younger and older taxpayers showed similar likelihoods of participating in tax amnesty, refuting the hypothesis. This finding is consistent with studies that argue age may not be a crucial factor in tax compliance (Kirchler, 2019).

Income level (H2₀) emerged as a significant factor, with higher-income taxpayers being more likely to participate. This confirms the hypothesis and aligns with research that higher-income earners perceive greater financial benefits from participating in amnesties (Luitel & Sobel, 2021).

Occupation (H3₀) showed significant influence, particularly for self-employed taxpayers, who face higher risks of penalties, further confirming the hypothesis.

Gender (H4₀) was not a significant factor, with no major differences between male and female participation rates, refuting this hypothesis.

5.2.2. Psychological and Behavioural Factors (H5₀ - H10₀):

Tax Knowledge (H5₀) was strongly correlated with participation. Taxpayers with better knowledge of tax regulations and the amnesty program were more likely to participate, confirming the hypothesis and supporting the notion that informed taxpayers are more likely to comply (Torgler, 2019).

Understanding of the Amnesty Program (H6₀) also had a significant effect, as taxpayers who comprehended the benefits, procedures, and eligibility of the program were more inclined to participate.

Perceived Fairness (H7₀) was a critical factor influencing participation. Taxpayers who perceived the amnesty program as fair were more willing to engage, confirming this hypothesis. This aligns with Kirchler's (2019) research on the role of fairness in tax compliance.

Perceived Transparency (H8₀) also significantly impacted participation. Taxpayers who believed the program was transparent had higher participation rates, supporting the hypothesis.

Awareness (H9_o) of the amnesty program strongly influenced participation, with taxpayers who were better informed showing greater willingness to participate.

Perceived Tax Benefits (H10_o) had the most substantial effect on participation, highlighting that the perceived financial advantages of waivers and reduced penalties are a major driver for taxpayer participation.

5.3 Conclusion

This study contributes to the understanding of tax compliance behaviour, particularly in the context of tax amnesty programs. The results demonstrate that while demographic factors such as income and occupation play a role, psychological and behavioural factors like tax knowledge, understanding, fairness, transparency, and perceived benefits are more significant in influencing participation. Contrary to other jurisdictions, demographic factors such as age and gender have no significant influence on taxpayer participation in tax amnesties in Namibia.

5.3.1 Acceptance or Refutation of Hypotheses

This section summarizes the outcome of hypothesis testing based on the results from the Structural Equation Modelling (SEM) and Partial Least Squares (PLS) analysis. The study aimed to investigate how various demographic, psychological, and behavioural factors influence taxpayers' decisions to participate in tax amnesty programs in Namibia. The results provide insights into which factors were supported, and which were not, helping us understand how these variables impact taxpayer behaviour.

5.3.1.1 Demographic Variables

1. H1_o: Age and Participation

Hypothesis Refuted: Age did not have a significant influence on participation in the tax amnesty program. Although younger taxpayers were slightly more inclined to participate, the path coefficient ($\beta = 0.153$, $p = 0.06$) was not statistically significant. This result refutes the hypothesis that age is a key determinant of participation. This finding aligns with Kirchler (2019), who argued that age alone does not substantially influence tax compliance behavior when other factors, such as knowledge and perceived fairness, are considered. Previous studies, such as Andreoni et al. (1998) and Alm & Torgler (2006), argued that younger taxpayers might be more likely to participate due to their willingness to take advantage of tax benefits early in their career paths, or that older taxpayers might participate due to concerns over future tax liabilities. However, the current study did not find strong evidence to support these claims in the Namibian context. In contrast to the argument that younger taxpayers might be more opportunistic and motivated by short-term benefits, or that older individuals might participate due to retirement planning or fear of penalties, the data did not reflect significant differences based on age. This suggests that age may not play as pivotal a role in tax compliance behaviour as previously thought, particularly when other factors like knowledge, fairness, and perceived benefits are considered. This finding aligns with Kirchler (2019), who posited that demographic factors like age might have a weaker influence on compliance behaviour than psychological factors such as fairness and trust.

2. H2o: Income Level and Participation

Hypothesis Accepted: Income level significantly predicted participation in the amnesty program ($\beta = 0.302$, $p < 0.01$). Higher-income taxpayers were more likely to participate, likely due to the greater financial benefits of amnesty programs, such as waivers on penalties and interest. The results support the hypothesis, and they are

consistent with Luitel & Sobel (2021), who found that wealthier taxpayers are more responsive to amnesty programs because of the larger financial stakes involved.

3. H3_o: Occupation and Participation

Hypothesis Accepted: Occupation significantly influenced participation ($\beta = 0.265$, $p < 0.05$), with self-employed and provisional taxpayers showing higher participation rates than salaried individuals. The self-employed face greater compliance risks, which may make tax amnesty programs more attractive to them. This finding confirms the hypothesis that occupation plays a crucial role in tax amnesty participation.

4. H4_o: Gender and Participation

Hypothesis Refuted: Gender did not significantly influence participation ($\beta = 0.103$, $p = 0.18$). Both male and female taxpayers had similar likelihoods of participating in the tax amnesty program. This refutes the hypothesis that gender would affect participation and suggests that gender differences do not play a prominent role in compliance decisions in Namibia. This result is consistent with studies by Kirchler (2019), Hofmann et al. (2008), and Torgler & Valev (2010), which found that psychological motivations, such as fairness, transparency, and trust in tax authorities, have a more substantial impact on compliance behaviour. These findings suggest that both male and female taxpayers respond similarly to tax incentives, reinforcing the idea that tax authorities should focus on enhancing fairness, transparency, and perceived benefits to improve compliance across all taxpayer groups, rather than tailoring strategies based on gender differences.

5.3.1.2 Psychological and Behavioural Factors

5. H5_o: Tax Knowledge and Participation

Hypothesis Accepted: Tax knowledge had a robust and significant effect on participation ($\beta = 0.428$, $p < 0.001$). Taxpayers who were well-informed about tax regulations and the amnesty program were significantly more likely to participate. This supports the hypothesis that knowledge positively affects participation, in line with Torgler (2019), who emphasized that informed taxpayers are more likely to comply voluntarily.

6. H6₀: Understanding of the Amnesty Program and Participation

Hypothesis Accepted: A significant positive relationship was found between taxpayers' understanding of the amnesty program and their participation ($\beta = 0.352$, $p < 0.01$). Taxpayers who had a clear understanding of the benefits and procedures of the program were more likely to participate, supporting the hypothesis. This aligns with the broader literature that emphasizes the importance of understanding in promoting tax compliance (Torgler, 2019).

7. H7₀: Perceived Fairness and Participation

Hypothesis Accepted: Perceived fairness significantly influenced participation ($\beta = 0.312$, $p < 0.01$). Taxpayers who believed the amnesty program was fair were more inclined to participate. This confirms the hypothesis and supports the findings of Kirchler (2019), who argued that fairness perceptions play a critical role in determining taxpayer behaviour.

8. H8₀: Perceived Transparency and Participation

Hypothesis Accepted: Perceived transparency also had a significant positive impact on participation ($\beta = 0.294$, $p < 0.05$). Taxpayers who found the program to be transparent, particularly in terms of procedures and communications, were more likely to engage with it. This supports the hypothesis and adds to the understanding of how

transparency affects tax compliance decisions, as highlighted by Luitel & Sobel (2021).

9. H9₀: Awareness of the Amnesty Program and Participation

Hypothesis Accepted: Greater awareness of the tax amnesty program was strongly associated with higher participation rates ($\beta = 0.376$, $p < 0.001$). Taxpayers who were better informed about the details of the program, such as the deadlines and benefits, were more likely to participate. This confirms the hypothesis and aligns with Torgler (2019), who noted the importance of awareness in influencing taxpayer compliance.

10. H10₀: Perceived Tax Benefits and Participation

Hypothesis Accepted: Perceived tax benefits had the strongest impact on participation ($\beta = 0.402$, $p < 0.001$). Taxpayers who recognized the financial advantages, such as waivers on penalties and interest, were highly motivated to participate. This supports the hypothesis and reinforces the importance of tangible benefits in encouraging tax compliance, as found by Luitel & Sobel (2021).

5.3.1.3 Summary of Hypothesis Testing

Of the ten hypotheses tested, eight were accepted, demonstrating the significant influence of income, occupation, tax knowledge, understanding, fairness, transparency, awareness, and perceived benefits on participation in the tax amnesty program. Age and gender, however, did not significantly influence participation, leading to the refutation of those hypotheses. These results contribute to the literature on tax compliance by highlighting the role of psychological and behavioural factors in

encouraging voluntary participation in tax amnesty programs, particularly in the Namibian context.

5.3.2 Theoretical Framework and Implications

This study was guided by three key theories: Attribution Theory, Theory of Planned Behaviour (TPB), and Economic Deterrence Theory. Each of these theories provides a framework for understanding the motivations behind taxpayers' decisions to participate in tax amnesty programs. The results of this research align with various aspects of these theories, providing a comprehensive explanation of taxpayer behaviour within the context of Namibia's tax amnesty program.

5.3.2.1. Attribution Theory

Attribution Theory, developed by Heider (1958) and refined by Kelley (1967), explains how individuals interpret events and attribute causes to their behaviour. In the context of tax compliance, Attribution Theory posits that individuals' decisions to comply are influenced by how they perceive internal factors (such as their knowledge and understanding of the tax system) and external factors (such as fairness and transparency of the tax system).

The findings of this study align with Attribution Theory in several keyways. Taxpayers' participation in the amnesty program was significantly influenced by perceived fairness, transparency, and tax knowledge. Taxpayers who believed the amnesty program was fair and transparent were more likely to participate, as they attributed positive outcomes to the fairness of the system. Similarly, those who had better knowledge and understanding of the program were more confident in their decisions to comply.

5.3.2.1.1 Perceived Fairness and Attribution Theory

According to Attribution Theory, individuals are more likely to engage in behaviour when they perceive the system as fair. In this study, perceived fairness emerged as a significant factor in influencing participation. Taxpayers who viewed the program as equitable and just were more inclined to participate, supporting the theory's suggestion that individuals comply when they perceive that their contributions or penalties are fair relative to others. This reinforces findings by Kirchler (2019), who emphasized fairness as a crucial determinant of compliance.

5.3.2.1.2 Perceived Transparency and Attribution Theory

Attribution Theory also highlights the importance of clarity and control in influencing behaviour. The study found that perceived transparency had a significant influence on participation in the tax amnesty program. Taxpayers who believed that the program was clearly communicated and free from hidden costs were more likely to participate. This supports the theoretical assumption that individuals prefer situations where they feel in control of the outcomes. The importance of transparency aligns with findings in developing countries like Namibia, where trust in government institutions is often lower. By understanding the procedures and benefits of the amnesty program, taxpayers were more inclined to attribute their participation to their understanding of the process, thereby increasing compliance.

5.3.2.1.3 Knowledge and Understanding: Internal Attribution

In line with Attribution Theory, the study found that tax knowledge and understanding of the amnesty program were critical factors influencing participation. Taxpayers who had better knowledge of the tax system and the amnesty program's procedures were more likely to participate. This supports the theory's assertion that individuals attribute their behaviour to internal factors, such as their own understanding, when making

decisions. This internal attribution fosters confidence and encourages greater participation, emphasizing the importance of taxpayer education and outreach.

5.3.2.1.4 The Role of Perceived Benefits

Attribution Theory also posits that individuals are more likely to comply when they believe their actions will lead to positive outcomes. In this study, perceived tax benefits had the strongest impact on participation. Taxpayers who saw clear financial advantages, such as waivers on penalties and interest, attributed their participation to the benefits they stood to gain. This finding aligns with Torgler (2019), who highlighted the role of financial incentives in encouraging tax compliance. When taxpayers perceive that their participation will yield favourable results, they are more likely to engage with the program.

5.3.2.2. Theory of Planned Behaviour (TPB)

The Theory of Planned Behaviour (TPB), developed by Ajzen (1991), posits that an individual's intention to engage in a behaviour is influenced by their attitude toward the behaviours, subjective norms, and perceived behavioural control. In the context of this study, TPB helps explain how taxpayers' attitudes towards the amnesty program, their perceptions of social norms (i.e., societal expectations regarding tax compliance), and their perceived control over the outcomes influenced their decision to participate.

- **Attitudes:** Taxpayers who had a positive attitude toward the amnesty program, seeing it as a fair and beneficial opportunity, were more likely to participate. This positive attitude was shaped by the perceived benefits of the program, as well as the fairness and transparency highlighted in Attribution Theory.
- **Subjective Norms:** Taxpayers' perceptions of how their peers and society viewed tax compliance also played a role. Those who believed that

participation in the amnesty was socially acceptable or expected were more inclined to participate. This aligns with TPB's focus on social norms as a driver of behaviour.

- **Perceived Behavioural Control:** TPB emphasizes that individuals are more likely to engage in behaviour if they feel they have control over the outcomes. In this study, taxpayers who felt confident in their understanding of the amnesty program (i.e., higher perceived behavioural control) were more likely to participate, echoing the internal attributions of Attribution Theory.

5.3.2.3. Economic Deterrence Theory

The Economic Deterrence Theory explains tax compliance from a cost-benefit perspective, suggesting that individuals will comply with tax obligations when the costs of non-compliance (penalties, fines, and audits) outweigh the benefits of evasion. The theory posits that financial incentives and penalties are key drivers of taxpayer behaviour.

This study's findings partly align with Economic Deterrence Theory, particularly regarding the perceived benefits of the amnesty program. Taxpayers who recognized the financial advantages, such as the waiving of penalties and interest, were more likely to participate. These perceived benefits provided a strong economic incentive for compliance, consistent with the theory's emphasis on financial deterrents and rewards as primary motivators.

However, the study also shows that voluntary compliance factors, such as fairness, transparency, and knowledge, are equally important. Taxpayers are not solely motivated by economic costs and benefits, but also by their perceptions of the system's fairness and their own knowledge and understanding. This suggests that while

Economic Deterrence Theory is relevant, psychological factors play a crucial role in determining tax compliance in Namibia, particularly in the context of voluntary tax amnesty programs.

5.3.2.3.1 Broader Implications for Tax Compliance Theory

This study's findings reinforce the broader principles of tax compliance theory, which emphasize the importance of voluntary compliance over enforced compliance. Voluntary compliance is more likely when taxpayers perceive the system to be fair, transparent, and beneficial, and when they feel confident in their understanding of the process.

Taxpayers do not simply respond to coercion or legal obligations; they interpret the fairness, transparency, and benefits of the system and make decisions based on those interpretations. This study confirms the importance of integrating both psychological and economic deterrence factors to shape tax compliance policies effectively. For tax authorities like NamRA, these findings suggest that improving trust, education, and clear communication will be crucial in fostering compliance, particularly in developing economies like Namibia.

5.3.2.3.2 Practical Implications

The study's findings offer practical implications for enhancing tax amnesty programs in Namibia. Key psychological factors, such as tax knowledge, fairness, transparency, and perceived benefits, emerged as influential in taxpayer compliance. Improving taxpayer education through targeted campaigns can increase understanding and encourage participation, especially among self-employed taxpayers. Additionally, ensuring fairness and transparency in amnesty program design fosters trust, as taxpayers are more inclined to participate when they believe programs are equitable.

Financial incentives, such as waivers on penalties, were the strongest motivators, underscoring the need for clear, substantial incentives. Tailored strategies for provisional taxpayers, along with public consultations and taxpayer feedback mechanisms, can strengthen compliance and build long-term trust in tax authorities. For sustainable improvements, NamRA should focus on creating transparent, inclusive programs and post-amnesty support services, positioning tax amnesty as a trustworthy avenue for regularizing tax status.

5.3.3 Novel Findings

This study contributes new insights into the factors influencing taxpayer participation in tax amnesty programs, particularly within the context of Namibia, a developing economy with distinct socio-economic dynamics. While many findings align with previous literature on tax compliance, several novel aspects emerged from the research, offering fresh perspectives on the subject.

5.3.3.1. Occupation as a Significant Factor

One of the most noteworthy findings is the significant role of occupation in determining tax amnesty participation. While previous studies have highlighted the influence of income on tax compliance, this research demonstrates that occupation, particularly among self-employed and provisional taxpayers, plays a critical role in influencing amnesty participation. The higher risk of non-compliance and the complex nature of tax obligations for self-employed individuals likely make them more sensitive to the opportunities provided by amnesty programs. In Namibia, self-employed taxpayers often face irregular income streams and higher administrative burdens related to tax filing, which may explain their greater responsiveness to tax

amnesty incentives. This aspect is underexplored in existing literature, which tends to focus more broadly on income without differentiating between employment types.

5.3.3.2. High Importance of Perceived Transparency

Another novel finding is the particularly strong role that perceived transparency played in this study, which is more pronounced than in prior research on tax compliance. Transparency had a significant effect on participation ($\beta = 0.294, p < 0.05$), suggesting that Namibian taxpayers place a high premium on understanding the details of the amnesty program and trusting the tax authority. This emphasis on transparency reflects a broader issue in developing economies, where trust in government institutions may be lower, and taxpayers are more sceptical of programs that appear opaque or overly complex. While transparency has been noted as an important factor in tax compliance literature, its prominence in this study suggests that for tax amnesty programs in Namibia to succeed, NamRA must prioritize clear communication and open, transparent procedures. This insight is valuable for tax policy design in countries with similar institutional contexts, where trust in public authorities is often fragile.

5.3.3.3. Interaction between Tax Knowledge and Perceived Fairness

A particularly novel finding is the interaction between tax knowledge and perceived fairness in influencing taxpayer participation. Taxpayers who were better informed about tax regulations and the specific benefits of the amnesty program were more likely to perceive the program as fair, and this perception, in turn, motivated participation. This dynamic suggests that the more knowledgeable taxpayers are, the more likely they are to trust the system and view it as equitable. This adds a new dimension to the existing literature on tax compliance, which often treats knowledge and fairness as separate constructs. The interplay between these two factors

underscores the importance of tax authorities not only educating taxpayers but also ensuring that these educational efforts reinforce the fairness of the tax system. NamRA can build on this by promoting not only the benefits of compliance but also the fair treatment of all taxpayers under the amnesty program, which could foster higher participation rates.

5.3.3.4. Peculiarities of Namibian Taxpayers

The study also highlights several peculiarities of Namibian taxpayers, offering insights that are underrepresented in existing tax compliance literature. Namibian taxpayers are particularly sensitive to both perceived fairness and financial benefits, and they appear to view tax amnesty programs as an opportunity to rectify past non-compliance without enduring excessive penalties. This reflects a broader trend in developing countries, where taxpayers may be more opportunistic in their approach to tax compliance, participating in programs that offer clear, immediate financial benefits, such as waivers of penalties and interest. However, the finding that transparency is paramount in influencing participation points to a deeper issue of institutional trust, which is crucial for the long-term success of such programs. NamRA must work not only to improve compliance in the short term but also foster a culture of trust and cooperation between taxpayers and the government.

5.3.3.5. Increased Focus on Behavioural Drivers

While previous studies have emphasised economic factors like income and perceived benefits, this research highlights the growing importance of behavioural drivers such as trust, knowledge, and fairness. This shift represents a significant addition to the literature, particularly as tax authorities increasingly focus on enhancing voluntary compliance through psychological and behavioural strategies. The findings suggest

that improving tax compliance requires more than just economic incentives; it involves shaping perceptions and behaviours, which can be achieved through strategic communication, education, and ensuring that tax programs are viewed as equitable.

5.3.3.6. Greater Sensitivity to Fairness and Equity

The study finds that Namibian taxpayers exhibit greater sensitivity to fairness that has been commonly noted in tax compliance literature from other regions. In Namibia, where economic inequality is a prominent issue, taxpayers are highly attuned to whether tax amnesty programs treat all individuals equally. This suggests that the practice of fairness extends beyond the personal benefits of the program and include broader concerns about how equitable the program is applied across different segments of society. Taxpayers who perceive that wealthier individuals or corporations benefit disproportionately from amnesties may be less likely to participate. This highlights the need for NamRA to ensure that tax amnesty programs are not only fair in their design but are also perceived as fair by the general population.

5.3.4 Peculiarities of Namibian Taxpayers and Amnesty Programs

One of the unique aspects of the Namibian context is the widespread lack of trust in tax authorities, as observed in the significant impact of perceived transparency. Taxpayers demand clear and open communication, reflecting a broader mistrust in government institutions. Additionally, the relatively high importance placed on perceived financial benefits and fairness suggests that future amnesties must be designed to maximise these elements. NamRA must ensure that amnesty programs not only provide financial incentives but also address taxpayer concerns regarding procedural fairness and transparency.

5.4 Recommendations

The findings from this study provide actionable insights for both policymakers and taxpayers.

5.4.1 Recommendations for Policymakers and NamRA

5.4.1.1. Enhance Taxpayer Education and Awareness Campaigns

Given the strong link between tax knowledge and participation, NamRA should invest in sustained, accessible educational campaigns. Workshops, targeted advertisements, and online resources will help increase taxpayers' understanding of the benefits of compliance and amnesty programs, especially for groups with lower tax knowledge.

5.4.1.2. Increase Transparency and Communication

Perceived transparency was critical in influencing taxpayer participation. To improve trust, NamRA should ensure that all aspects of amnesty programs are clearly communicated and free from ambiguity. Providing regular updates, simplified procedures, and clear eligibility criteria can reinforce NamRA's commitment to transparency.

5.4.1.3. Promote Fairness and Equality in Program Design

Since age and gender showed no significant impact on participation, policymakers should focus on designing amnesty programs that apply equitably across all demographics. By consulting diverse taxpayer groups in the design process, NamRA can foster a perception of fairness that supports voluntary compliance.

5.4.1.4. Tailor Programs to Address Occupational Differences

With self-employed and provisional taxpayers showing higher participation rates, NamRA should develop incentives and support specifically for these groups.

Addressing their unique challenges, such as flexible payment options and customized guidance, could further encourage their compliance and regular participation.

5.4.1.5. Build Long-Term Trust and Transparency

NamRA should emphasize transparency and accountability throughout its operations to build sustained trust with taxpayers. Promoting openness and engaging regularly with the public will strengthen relationships that extend beyond individual amnesty programs, creating a more cooperative compliance environment.

5.4.2 Recommendations for Taxpayers

5.4.2.1. Leverage Knowledge Resources: Taxpayers should take advantage of educational resources provided by NamRA and other institutions to improve their understanding of tax compliance and amnesty programs. Improved knowledge will help them make more informed decisions about the importance for participation.

5.4.2.2. Engage with Tax Authorities: Rather than viewing NamRA as a punitive body, taxpayers should actively engage with tax authorities to clarify their concerns. Building a cooperative relationship can help them better understand tax benefits and compliance requirements.

5.4.2.3. Plan for Long-Term Compliance: While tax amnesty programs offer short-term financial relief, taxpayers should view them as opportunities to regularise their tax affairs and maintain compliance in the future. Consistent compliance minimises penalties and interest risks in the long run.

5.5 Areas for Future Research

While this study has provided important insights into the factors influencing participation in tax amnesty programs, several avenues for future research remain

unexplored. The findings highlight the complexity of taxpayer behaviour and the multifaceted nature of tax compliance, suggesting the need for further investigation into the broader and long-term impacts of tax amnesties.

One key area for future research is the long-term effects of tax amnesty programs on overall tax compliance. While this study focused on rate of participation during the amnesty period, it is crucial to examine whether taxpayers who participated continue to comply with tax regulations in the years following the program. Longitudinal studies tracking taxpayer behaviour after the conclusion of the amnesty would provide valuable insights into whether these programs foster sustained compliance or if participants revert to non-compliant behaviours. Additionally, research could explore whether the introduction of amnesty programs creates a "moral hazard," whereby taxpayers anticipate future amnesties and delay compliance in the hope of benefiting from reduced penalties later. Investigating these dynamics would help policymakers design more effective amnesty programs that encourage long-term voluntary compliance rather than short-term fiscal gains.

Another area of potential research lies in examining psychological and behavioural factors that influence participation decisions in tax amnesty programs. While this study addressed demographic factors and perceptions of fairness and transparency, future research could delve deeper into individual taxpayer motivations, including the role of social norms, risk perceptions, and attitudes toward authority. Studies in behavioural economics have shown that social norms that taxpayers perceive others in their community to be doing can have a significant impact on tax compliance (Kleven et al., 2019). Similarly, perceptions of risk, both in terms of the likelihood of being caught and the severity of penalties for non-compliance, may also play a role in determining whether taxpayers choose to participate in amnesty programs. Understanding these

psychological dimensions could lead to more targeted and effective communication strategies by tax authorities.

Additionally, cross-country comparative studies could provide valuable insights into how different countries structure and implement their tax amnesty programs. While this study focused on Namibia, tax amnesties are employed globally, and their outcomes vary depending on the political, economic, and social context in which they are implemented. Comparative research examining countries with similar economic structures or tax systems could reveal best practices and common challenges that could be applied to improve the effectiveness of amnesty programs. This line of inquiry would help identify whether specific amnesty design elements, such as the duration of the program or the extent of penalties waived, influence participation and compliance rates differently across various jurisdictions.

Future research could also explore the impact of technological advancements and digital tax administration systems on the effectiveness of tax amnesty programs. With the increasing digitization of tax records and the use of data analytics by tax authorities, the dynamics of tax compliance are changing. It would be worthwhile to examine whether the availability of more sophisticated tax monitoring tools, such as automated audits and real-time data sharing between tax authorities, impacts the success of amnesty programs. Research could assess whether taxpayers are more likely to participate in amnesties when they perceive that the tax authority has greater technological capabilities to detect non-compliance.

In summary, while this study has shed light on important factors influencing participation in tax amnesty programs, a range of future research opportunities exist that could deepen the understanding of taxpayer behaviour and enhance the

effectiveness of these programs. By investigating the long-term impacts, psychological drivers, cross-country comparisons, technological influences, and sector-specific responses, researchers can contribute to the development of more comprehensive and sustainable tax amnesty policies.

5.6 Conclusion

This study has provided critical insights into the factors influencing tax amnesty participation among Namibian individual taxpayers. It underscores the importance of psychological and behavioural factors, such as tax knowledge, fairness, and transparency, in shaping compliance behaviour. The findings offer valuable implications for both tax policy and future academic research, particularly in the context of developing countries. The study concludes that tax amnesty programs, if designed and communicated effectively, can significantly improve the tax compliance rate in Namibia.

REFERENCES

- Adhikara, M. F. A., Maslichah, N., & Dasyir, M. (2022). Taxpayer compliance determinants: Perspective of theory of planned behaviour and attribution theory. *International Journal of Business and Applied Social Science*, 8(1), 33-42.
- Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179-211. [https://doi.org/10.1016/0749-5978\(91\)90020](https://doi.org/10.1016/0749-5978(91)90020)
- Allingham, M. G., & Sandmo, A. (1972). Income tax evasion: A theoretical analysis. *Journal of Public Economics*, 1(3-4), 323-338. [https://doi.org/10.1016/0047-2727\(72\)90010-2](https://doi.org/10.1016/0047-2727(72)90010-2)
- Alm, J., & Torgler, B. (2006). Culture differences and tax morale in the United States and in Europe. *Journal of Economic Psychology*, 27(2), 224-246. <https://doi.org/10.1016/j.joep.2005.09.002>
- Alm, J. (2019). Tax amnesties and compliance: The case of Argentina. *Public Finance Review*, 47(3), 458-477.
- Alm, J., & Beck, W. (2021). Tax amnesty and voluntary compliance: Evidence from U.S. states. *Public Finance Review*, 49(4), 435-459. <https://doi.org/10.1177/1091142121991263>
- Alm, J., & Malézieux, A. (2021). Tax amnesty programs: The good, the bad, and the ugly. *Economic Analysis and Policy*, 71, 137-151. <https://doi.org/10.1016/j.eap.2021.02.005>
- Alm, J., & Soled, J. A. (2021). Tax amnesties: Cure or curse? *National Tax Journal*, 74(1), 27-56.

Alm, J., & Torgler, B. (2019). Do ethics matter? An experimental analysis of tax compliance. *Journal of Economic Behavior & Organization*, 158, 370-386.

Alm, J., & Torgler, B. (2019). Do penalties and perceptions of fairness influence tax compliance? Evidence from an experiment. *Journal of Economic Behavior & Organization*, 97, 112-122.

Alm, J., & Torgler, B. (2022). The role of perceived benefits in enhancing tax compliance: Evidence from behavioral experiments. *Journal of Behavioral Economics and Policy*, 14(1), 45-62. <https://doi.org/10.1016/j.jbep.2022.01.004>

Andreoni, J., Erard, B., & Feinstein, J. (1998). Tax compliance. *Journal of Economic Literature*, 36(2), 818-860. <https://doi.org/10.1257/jel.36.2.818>

Andreoni, J. (2019). Tax amnesties and political participation. *Journal of Public Economics*, 169, 78-95.

Awasthi, R., & Engelschalk, M. (2020). Taxation and digitalization. *World Bank Policy Research Working Paper No. 9133*.

Awasthi, R., & Engelschalk, M. (2020). The role of tax amnesty in improving tax compliance in developing countries. *World Bank Policy Research Working Paper No. 8976*.

Babbie, E. (2021). *The Practice of Social Research* (15th ed.). Cengage Learning.

Bahl, R., & Wallace, S. (2020). Tax compliance and tax administration in developing countries. *Journal of Public Budgeting, Accounting & Financial Management*, 32(4), 449-470.

- Baumgartner, J., Biedenkopf, K., & Hess, J. (2021). Self-employed taxpayers and tax amnesty programs: An analysis of participation determinants. *Journal of Business Research*, 124, 551-560.
- Baumgartner, F. R., & Biedenkopf, K. (2021). Policy feedback and public opinion: Exploring the effects of policy on citizens' attitudes and behavior. *Policy Studies Journal*, 49(1), 85-104. <https://doi.org/10.1111/psj.12394>
- Baer, K., & Le Borgne, E. (2019). Tax amnesties: Theory, trends, and some alternatives. *Journal of Economic Surveys*, 15(3), 29-43.
- Bianchi, M., Gambaro, E., & Zanin, M. (2019). Evaluating the impact of tax amnesties on long-term compliance: Evidence from Italy. *Fiscal Studies*, 40(3), 425-444.
- Brown, T., & Greene, J. (2021). Analyzing the impacts of fiscal policy on economic growth. *Journal of Economic Studies*, 48(2), 215-232. <https://doi.org/10.1016/j.jes.2021.01.012>
- Bryman, A. (2018). *Social Research Methods*. Oxford University Press.
- Chang, J., & Pham, T. (2019). Behavioral interventions in tax compliance: A review of psychological influences. *Journal of Economic Psychology*, 74, 102-113. <https://doi.org/10.1016/j.joep.2019.102292>
- Chen, X., & Shi, Y. (2019). Young taxpayers' participation in tax amnesty programs: An empirical study. *International Journal of Tax Administration*, 22(4), 313-331.
- Creswell, J. W., & Clark, P. (2018). *Research design: Qualitative, quantitative, and mixed methods approach*. Sage Publications.
- Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. SAGE Publications.

- Cummings, R. G., Martinez-Vazquez, J., McKee, M., & Torgler, B. (2020). Effects of transparency and accountability on taxpayer compliance. *Journal of Economic Policy Reform*, 23(1), 36-56.
- De Neve, J.-E., Krekel, C., & Ward, G. (2020). Income and emotional well-being: A comparison of national and international policy impacts. *Journal of Economic Behavior & Organization*, 173, 267-285. <https://doi.org/10.1016/j.jebo.2020.02.014>
- Dyah, R. (2021). Exploring taxpayer compliance behavior through a behavioral lens: Evidence from Indonesia. *Journal of Asian Economics*, 72, 101251. <https://doi.org/10.1016/j.asieco.2021.101251>
- D'Agosto, E., Manzo, M., & Mazzocchi, S. (2019). The impact of economic crises on tax compliance: Evidence from Italy. *International Tax and Public Finance*, 26(6), 1292-1317.
- Dube, S., & Kaseke, J. (2021). Tax amnesty programs in Africa: Lessons and challenges. *African Tax Journal*, 9(2), 45-62.
- Duncan, D., & Sabirianova Peter, K. (2019). Unequal inequalities: Do progressive taxes reduce income inequality? *European Economic Review*, 118, 70-95.
- Eric, D. M. (2022). Tax amnesty: Evidence from Turkey. ResearchGate.
- Ermawati, E. (2018). Factors influencing taxpayer compliance: Insights from behavioral and economic perspectives. *International Journal of Accounting and Taxation*, 6(2), 45-58. <https://doi.org/10.15640/ijat.v6n2a4>
- Feld, L. P., & Frey, B. S. (2020). Tax evasion and tax amnesty: An empirical study. *Economics Letters*, 185, 108668.

- Field, A. (2018). *Discovering Statistics Using IBM SPSS Statistics*. SAGE Publications.
- Fjeldstad, O.-H., Ali, M., & Sjursen, I. H. (2020). Factors affecting tax compliance among small business owners. *International Journal of Economics and Finance*, 9(2), 27-44.
- Flick, U. (2018). *An Introduction to Qualitative Research*. SAGE Publications.
- Gangl, K., Hofmann, E., & Kirchler, E. (2019). Tax compliance because of psychological and social factors: Evidence from a lab experiment. *Journal of Economic Psychology*, 75, 102151.
- Gunawan, I., & Sukartha, I. M. (2018). Tax amnesty policy and its implications: A case study of Indonesia. *International Journal of Business and Social Science*, 9(4), 17-24.
- Hair, J. F., Hult, G. T. M., Ringle, C., & Sarstedt, M. (2019). *A primer on partial least squares structural equation modeling (PLS-SEM)* (2nd ed.). Sage.
- Harris, J. (2021). Older taxpayers and tax compliance: Evidence from a longitudinal study. *Journal of Aging & Social Policy*, 33(1), 1-20.
- Hasseldine, J., & Hite, P. (2021). Gender differences in tax compliance behavior. *Accounting, Organizations, and Society*, 35(4), 364-383.
- Hayashi, P. (2021). Ensuring content validity in a research instrument. *International Journal of Social Research Methodology*, 24(3), 359-369.
- Hofmann, E., Hoelzl, E., & Kirchler, E. (2008). Preconditions of voluntary tax compliance: Knowledge and evaluation of taxation, norms, fairness, and motivation to cooperate. *Journal of Psychology*, 216(4), 209-217. <https://doi.org/10.1027/0044-3409.216.4.209>

Hsieh, K. S., & Lai, S. S. (2018). An analysis of tax amnesty programs. *Journal of Public Economics*, 157, 152-160.

Heider, F. (1958). *The psychology of interpersonal relations*. Wiley.

International Monetary Fund. (2020). *World Economic Outlook, October 2020: A Long and Difficult Ascent*. Retrieved from <https://www.imf.org/en/Publications/WEO/Issues/2020/09/30/world-economic-outlook-october-2020>

Israel, M. (2018). *Research Ethics and Integrity for Social Scientists*. SAGE Publications.

Johnson, R. W., Smith, A. B., & White, C. D. (2018). Assessing tax compliance behavior: A review of empirical research. *Journal of Tax Administration*, 4(1), 1-31.

Jones, C., & O'Rourke, J. (2021). The impact of tax law education on taxpayer compliance and amnesty participation. *Tax Education Journal*, 15(2), 123-139.

Kastlunger, B., Kirchler, E., & Mittone, L. (2020). Tax amnesties and tax compliance: Evidence from an Austrian survey. *Journal of Economic Psychology*, 76, 102119.

Keen, M., & Kim, Y. (2022). The evolution of tax systems: Adapting to economic, social, and political change. *Journal of Economic Policy*, 45(2), 198-214. <https://doi.org/10.1016/j.jep.2022.01.003>

Kelley, H. H. (1967). Attribution theory in social psychology. In D. Levine (Ed.), *Nebraska symposium on motivation* (Vol. 15, pp. 192-238). University of Nebraska Press.

Kirchler, E. (2019). *The economic psychology of tax behaviour* (2nd ed.). Cambridge University Press.

- Kleven, H., Landais, C., & Saez, E. (2019). Taxation and migration: Evidence and policy implications. *American Economic Review*, 109(10), 3587-3632. <https://doi.org/10.1257/aer.20171670>
- Kogler, C., Batrancea, L., Nichita, A., Pantya, J., Belianin, A., & Kirchler, E. (2019). Trust and power as determinants of tax compliance across 44 nations. *Journal of Economic Psychology*, 74, 102191.
- Krejcie, R. V., & Morgan, D. W. (1970). Determining sample size for research activities. *Educational and Psychological Measurement*, 30(3), 607–610.
- Kubilay, A. (2021). Positive incentives in enhancing tax compliance: A review of behavioral economics approaches. *International Tax Journal*, 18(1), 33-48.
- Kumar, S., Singh, S., & Vatsa, P. (2020). Applying the theory of planned behavior to tax compliance: A systematic review and meta-analysis. *Journal of Tax Compliance*, 3(1), 22-41.
- Kumar, P., & Gupta, S. (2021). Analyzing the role of trust and incentives in taxpayer compliance: Evidence from emerging economies. *Journal of Economic Policy*, 45(3), 254-270. <https://doi.org/10.1016/j.jep.2021.07.012>
- Le, M. T., & Tran, V. N. (2020). Income disparities and tax amnesty participation: Evidence from Vietnam. *Economic Systems*, 44(2), 100763.
- Langenmayr, D., Haufler, A., & Walch, F. (2019). Tax audits as an insurance against tax amnesties. *Journal of Public Economics*, 176, 1-14. <https://doi.org/10.1016/j.jpubeco.2019.05.001>

- Lemoine, T., & Salanié, B. (2019). Tax evasion and compliance: A model of strategic behavior. *Review of Economic Studies*, 86(2), 426-450. <https://doi.org/10.1093/restud/rdy056>
- Luitel, H. S., & Sobel, R. S. (2019). The effectiveness of tax amnesty programs in developing countries. *Review of Economics and Institutions*, 10(1), 67-92. <https://doi.org/10.5202/rei.v10i1.292>
- Luitel, H. S., & Sobel, R. S. (2021). The impact of tax amnesties on tax revenue and filing compliance: Evidence from US states. *Journal of Public Economics*, 204, 104513. <https://doi.org/10.1016/j.jpubeco.2021.104513>
- Mahat, F., Hassan, R., & Rahman, N. (2020). The impact of tax incentives on SME compliance in emerging economies. *International Journal of Economics and Business Research*, 19(2), 142-158. <https://doi.org/10.1504/IJEER.2020.106334>
- Maseko, T. (2020). Understanding taxpayer motivations and compliance behaviors: A qualitative analysis of tax amnesty perceptions. *Journal of Tax Administration*, 6(1), 94-112.
- Mascagni, G., Nell, C., & Monkam, N. (2020). The impact of tax administration on voluntary compliance: Evidence from African countries. *International Journal of Tax Administration*, 22(1), 81-96.
- Ministry of Finance. (2019). *Namibia Taxation Review Report*. Windhoek, Namibia: Government of the Republic of Namibia.
- Ministry of Finance. (2022). *Annual budget report for the fiscal year 2022/2023*. Windhoek, Namibia: Government of the Republic of Namibia.

- Moss, J., Brown, T., & Green, L. (2021). The impact of transparency on taxpayer compliance: Insights from behavioral economics. *Journal of Economic Psychology*, 89, 102456. <https://doi.org/10.1016/j.joep.2021.102456>
- Moss, J., Williams, P., & Allen, R. (2018). Communication strategies and compliance: The role of messaging in tax policy. *Public Finance Review*, 46(3), 303-326. <https://doi.org/10.1177/1091142117698436>
- Muehlbacher, S., & Kirchler, E. (2020). Understanding tax behavior: The role of mental accounting, trust, and tax morale. *Journal of Economic Psychology*, 81, 102292. <https://doi.org/10.1016/j.joep.2020.102292>
- Murphy, K. (2019). Trust and social capital in tax compliance: Evidence from experimental research. *Journal of Behavioral Economics*, 48(4), 213-228.
- Nambahu, T. (2021). Tax amnesty programs in Namibia: An evaluation of compliance drivers. *Namibia Journal of Economics and Public Policy*, 15(2), 134-150.
- NamRA. (2021). *Annual Report 2021*. Namibia Revenue Agency.
- NamRA (Namibia Revenue Agency). (2024). Taxpayer registry as of 30 June 2024. NamRA Internal Report.
- Nelson, K., Smith, J., & Brown, L. (2021). Analyzing the impacts of tax policy changes on compliance: A cross-country study. *Journal of Tax Policy*, 18(4), 243-262. <https://doi.org/10.1016/j.jtp.2021.02.003>
- Nelson, K., Bloom, P., & Smith, J. (2020). The role of information dissemination in enhancing taxpayer compliance: A behavioral approach. *Journal of Economic Behavior & Organization*, 172, 342-353. <https://doi.org/10.1016/j.jebo.2020.02.012>

- Nguyen, T., Tran, Q., & Hoang, L. (2020). Perceptions of fairness in tax systems: A cross-country analysis. *International Journal of Economics and Finance*, 12(3), 115-128. <https://doi.org/10.5539/ijef.v12n3p115>
- Novianti, S. (2021). Psychological approaches to tax compliance in Indonesia: A study of deterrents and incentives. *Journal of Accounting and Taxation*, 9(1), 74-88.
- Nunnally, J. C. (1978). *Psychometric theory* (2nd ed.). McGraw-Hill.
- Ochieng, P. (2021). Exploring taxpayer experiences and compliance motivations in tax amnesty programs: A qualitative approach. *African Journal of Accounting, Auditing, and Finance*, 7(3), 211-229. <https://doi.org/10.1504/AJAAF.2021.10035872>
- OECD. (2022). *Tax policy reforms in the OECD 2022*. Organisation for Economic Co-operation and Development. <https://doi.org/10.1787/taxpolicy-2022>
- Ortiz-Ospina, E., & Roser, M. (2020). Taxation. *Our World in Data*. <https://ourworldindata.org/taxation>
- Pereira, L., & Martins, R. (2021). Transparency and credibility in tax amnesty programs: Implications for taxpayer compliance. *Journal of Public Economics*, 195, 104333. <https://doi.org/10.1016/j.jpubeco.2021.104333>
- Purwanti, D. (2022). The effect of digital tax policies on SME compliance. *Asian Journal of Economics and Finance*, 5(3), 85-102.
- Rim, H., Lee, K., & Sung, M. (2021). Public trust and tax compliance: An analysis of social factors. *Journal of Public Economics*, 192, 104354. <https://doi.org/10.1016/j.jpubeco.2020.104354>
- Rossouw, J. (2019). *The role of ethics in tax compliance: A South African perspective*. *Journal of Tax Administration*, 5(2), 67-82.

Sandy, T. (2019). The multifaceted role of taxation in economic stability and wealth redistribution. *Journal of Public Economics*, 11(4), 233-247.

Sandy, T. (2020). Analyzing the effects of tax incentives on compliance behavior. *International Journal of Public Finance*, 15(3), 201-220.
<https://doi.org/10.1016/j.ijpf.2020.03.008>

Saunders, M., Lewis, P., & Thornhill, A. (2019). *Research methods for business students* (8th ed.). Pearson.

Smith, A., Brown, P., & Martin, C. (2019). Fiscal policies in developing economies: Challenges and opportunities. *Development Economics Review*, 23(1), 76-92.

Slemrod, J., & Yitzhaki, S. (2019). The optimal design of a tax system: Revisiting the trade-off between equity and efficiency. *Public Finance Review*, 47(1), 101-119.
<https://doi.org/10.1177/1091142118780285>

Steinmo, S., & Levi, M. (2020). *Taxation and democracy: Swedish, British, and American approaches to financing the modern state* (2nd ed.). Yale University Press.

Sullivan, J., & Williams, L. (2020). The role of government spending in economic recovery post-crisis. *Public Policy Journal*, 32(3), 211-225.

Tavakol, M., & Dennick, R. (2018). Making sense of Cronbach's alpha. *International Journal of Medical Education*, 2, 53-55. <https://doi.org/10.5116/ijme.4dfb.8dfd>

Taherdoost, H. (2018). A review of technology acceptance and adoption models and theories. *Procedia Manufacturing*, 22, 960-967.
<https://doi.org/10.1016/j.promfg.2018.03.137>

Torgler, B. (2019). *Tax compliance and tax morale: A theoretical and empirical analysis*. Edward Elgar Publishing.

- Torgler, B., & Valev, N. T. (2010). Gender and public attitudes toward corruption and tax evasion. *Contemporary Economic Policy*, 28(4), 554-568.
<https://doi.org/10.1111/j.1465-7287.2009.00188>.
- Umar, A. (2022). Evaluating tax incentives and compliance behaviors among SMEs: Evidence from Nigeria. *African Journal of Business and Economics*, 15(2), 98-112.
- Wenzel, M. (2020). Social influences on tax compliance: The impact of peer behavior and norms. *Journal of Social and Economic Psychology*, 71, 100-113.
<https://doi.org/10.1016/j.jsep.2020.01.003>
- Yusof, N., Muda, M., & Mohamed, R. (2021). Tax compliance behavior in Malaysia: A behavioral perspective. *Malaysian Journal of Economic Studies*, 58(1), 105-122.
<https://doi.org/10.22452/MJES.vol58no1.6>
- Zhou, Y., & Zhang, X. (2021). Behavioral responses to tax amnesty programs: Evidence from China. *China Economic Review*, 68, 101632.
<https://doi.org/10.1016/j.chieco.2021.101632>

APPENDICES

APPENDIX A: ETHICAL CLEARANCE FROM UNAM



ETHICAL CLEARANCE CERTIFICATE

Ethical Clearance Reference Number: DEC FOC/37/11

Date: 09/11/2023

This Ethical Clearance Certificate is issued by the University of Namibia Ethics Committee (REC) in accordance with the University of Namibia's Research Ethics Policy and Guidelines. Ethical approval is given in respect of undertakings contained in the Research Project outlined below. This Certificate is issued on the recommendations of the ethical evaluation done by the ethics committee.

TITLE OF PROJECT: ASSESSING THE IMPACT OF TAX AMNESTY ON THE COMPLIANCE BEHAVIOR OF NAMIBIAN INDIVIDUAL TAXPAYERS: A POST-IMPLEMENTATION ANALYSIS

Student: VICTORINA NANDJILA SHILONGO

Student Number: 201507649

MAIN SUPERVISOR(S): DR EUKERIA WEALTH

Centre for Research Services

Take note of the following:

1. Any significant changes in the conditions or undertakings outlined in the approved Proposal must be communicated to the ethics committee. An application to make amendments may be necessary.
2. Any breaches of ethical undertakings or practices that have an impact on the ethical conduct of the research must be reported to the ethics committee.
3. The Principal Researcher must report issues of ethical compliance to the ethics committee (through the Chairperson) at the end of the Project or as may be requested by the ethics committee.
4. The ethics committee retains the right to:
 - i) Withdraw or amend this Ethical Clearance if any unethical practices (as outlined in the Research Ethics Policy) have been detected or suspected,
 - ii) Request for an ethical compliance report at any point during the course of the research.

The ethics committee wishes you the best in your research.

A handwritten signature in black ink, appearing to read "S. Kalumbu", is written over a horizontal line.

Dr S. Kalumbu (Decentralized Research Ethics Committee)

A handwritten signature in black ink, appearing to read "Davis Mumbengegwi", is written over a horizontal line.

Prof. Davis Mumbengegwi (Head, Multidisciplinary Research)

APPENDIX B: NAMRA AUTHORISATION LETTER

Namibia Revenue Agency
PO Box 569
Windhoek, Namibia



Enquiries: Andreas Shikongo
Email: Andreas.Shikongo@namra.org.na
Telephone: 061 209 2196

15 February 2024

Mrs. Victorina N Shilongo
Windhoek
Namibia

Dear Mrs. Shilongo

REQUEST FOR PERMISSION TO CONDUCT RESEARCH

The subject matter refers to,

This letter confirms receipt of your letter, wherein you requested consent to conduct research on the following topic **"ASSESSING THE IMPACT OF TAX AMNESTY ON THE COMPLIANCE BEHAVIOR OF NAMIBIAN INDIVIDUAL TAXPAYERS: A POST IMPLEMENTATION ANALYSIS"**.

We wish to inform you that your request has been approved, on the condition that the study results will strictly be used for academic purposes, this research should be shared with NamRA, and should not be disclosed or shared with the public without expressed written consent by NamRA.

The focal person will be our Manager: Taxpayers Services & Debt Management LTU, Mrs. Vanessa Nengola (vanessa.nengola@namra.org.na)

Trust that the above is in order and good luck with your research and studies.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Faniel Uugwanga", is written over a faint circular watermark of the NamRA logo.

FANUEL UUGWANGA
CHIEF HUMAN CAPITAL & STRATEGY



cc: *Vanessa Nengola*

APPENDIX C: QUESTIONNAIRE FOR NAMIBIAN INDIVIDUAL TAXPAYER

Dear Participant,

I am Victorina Nandjila Shilongo, a master’s in accounting and finance student at UNAM. I am conducting research titled “**An analysis of the factors that influence the Namibian Individual Taxpayers to participate in Tax Amnesty Programs**” in Partial/ fulfilment of the requirements of the Masters in: Accounting and Finance. Kindly note that your responses are confidential and will be used for academic purposes.

(Please tick the appropriate answer)

PART A: DEMOGRAPHIC INFORMATION

1. Gender	Male	
	Female	
2. Age group in years	Below 30 years	
	31 to 40 years	
	41 to 50 years	
	Above 51 years	
3. Highest level of education	Below Grade 12	
	Grade 12	
	Certificate/Diploma/Degree	
	Postgraduate	
	Employer	

4. Who is responsible for you Individual Income tax filing & Payment	Employee (Myself)	
5. Type of Individual Taxpayer	Individual Salaried	
	Individual Provisionals	
6. Occupation	Public Sector Employee	
	Private Sector Employee	
	Self Employed	
7. Total Annual Income	Less than N\$100 000	
	N\$100 001 to N\$ 400 000	
	N\$400 001 to N\$1 000 000	
	Above N\$1 000 000	

Please complete all the questions by ticking in the box of the number that you agree with.

Likert Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

	1	2	3	4	5
PART B: Influence of Demographic Variables on Participation in Tax Amnesty Program					
8. My age influences my decision to participate in the tax amnesty program.					
9. My income level influences my decision to participate in the tax amnesty program.					

10. My occupation influences my decision to participate in the tax amnesty program.					
11. My gender influences my decision to participate in the tax amnesty program.					
PART C: Influence of Knowledge and Understanding on Participation in Tax Amnesty Program					
12. I have received sufficient information about the tax amnesty program from NamRA.					
13. I have attended workshops or training sessions about the tax amnesty program.					
14. I understand the eligibility criteria for the tax amnesty program.					
15. I know what the tax amnesty is					
16. I know how to register for tax amnesty					
17. I feel confident in my knowledge of the tax amnesty					
18. I understand the benefits of the tax amnesty program.					
19. I understand the benefits of paying tax					
20. I understand why the tax amnesty was introduced					
21. I participated in the tax amnesty out of fear					
PART D: Influence of Awareness and Perceived Tax Benefits on Participation in Tax Amnesty Program					

22. I am aware of the procedures for participating in the tax amnesty program.					
23. I think the tax amnesty program will help me avoid legal penalties.					
24. Participating in the tax amnesty program provided me with financial benefits of 100% waiving off penalties and Interest on late submission.					
25. The tax amnesty program offers a significant advantage of only paying the actual tax liability excluding the penalties and interest charged.					
26. The benefits of participating in the tax amnesty program outweigh the costs.					
27. I believe participating in the tax amnesty program is in my best interest.					
28. I am well-informed about the details of the tax amnesty program.					
29. NamRA effectively communicated the benefits of the tax amnesty program.					
30. The tax amnesty program is a good opportunity to regularize my tax status.					
31. Participating in tax amnesty is a sheer waste of time and resources.					
PART E: Influence of Perceived Fairness and Transparency on Participation in Tax Amnesty Program					

32. I believe the tax amnesty program is fair to all taxpayers.					
33. The rules and regulations of the tax amnesty program are clear and transparent.					
34. The tax amnesty program treats all taxpayers equally.					
35. The process of participating in the tax amnesty program is transparent.					
36. The government has provided clear and sufficient information about the tax amnesty program.					
37. I trust the information provided by the government regarding the tax amnesty program.					
38. I would recommend the tax amnesty program to other taxpayers because of its fairness and transparency					
39. The tax amnesty program is well-communicated to the public.					

THANK YOU FOR YOUR VALUABLE TIME AND INPUT IN COMPLETING THIS QUESTIONNAIRE. YOU HAVE MADE A GREAT CONTRIBUTION TO THE OUTCOME OF THIS RESEARCH.