

## TAX LAW AS VIEWED BY ENTREPRENEURS

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**Purpose:** Due to the fact that businesses operate in a very volatile and competitive environment, the purpose of this paper is to answer the research question, which was formulated as follows: "Is the tax law conducive to doing business in Poland?". Taking into account the current state of research and the experience of the author of the paper, as a person who runs a tax law office, the following hypothesis was formulated: "Variable and complicated tax regulations make it difficult to do business in Poland". It was assumed that the main purpose of the study is to present the subjective assessment of the surveyed entrepreneurs concerning the tax environment and knowledge of tax solutions to improve the tax settlement system.

**Design/methodology/approach:** In order to achieve the presented goal, literature studies and legal acts concerning the analyzed area were used. For the purpose of examining the Polish tax system, a survey was carried out among the Silesian entrepreneurs. Its aim was to find out the opinion of entrepreneurs on the tax environment. Research methodology – a survey questionnaire containing 9 questions was used. The survey was anonymous. The questions were addressed to company owners. The survey was conducted between March 1 and March 22, 2022. Statistical analysis was also performed. Due to the scale used in the survey questionnaire, measures of correlation - Spearman's coefficient and  $\phi$  – Yule's coefficient as well as corresponding tests of significance were selected as appropriate tools for statistical analysis.

**Findings:** The article presents the essence of the tax system and the results of the study aimed at getting to know the opinion of entrepreneurs on the tax environment. On this basis, it was found that the tax laws are extensive and changed too often, which adversely affects running a business. This is highly unfavourable to a sense of security in business.

**Research limitations/implications:** The verification of empirical data concerning the analyzed research problem was based on the use of available data on existing tax laws in Poland. The tax laws of the last 2 years were analyzed. Their analysis confirmed that they are frequently changed.

**Practical implications:** The results of the study show the complexity of the tax system. Analysis of the tax laws revealed that they are frequently changed and amended.

**Originality/value:** The presented research and conclusions will provide practical guidance on the tax changes introduced over the last 2 years. This will increase the comfort of doing business. Based on the results of the analysis of taxes applied by entrepreneurs, it is concluded that frequent changes in tax laws and their misinterpretation have a large impact on the assessment of the entire tax system.

**Keywords:** tax system, optimization, tax law act.

**Category of the paper:** Research paper.

## Introduction

Taxes have been present in human life for a long time. The first mention of them appeared already in connection with the construction of Noah's Ark. Every man over the age of 20 was obliged to pay tax, while wealthy people were to pay no less than half a shekel, and those less wealthy – no more than half a shekel (Gomułowicz, Małecki, 2010). It is impossible not to notice that this simple rule became the foundation of the idea of universality and justice.

The Polish tax system is one of the most complicated in Europe (Szlęzak-Matusiewicz, 2012). It is mostly felt by entrepreneurs who are obliged to pay income tax and value added tax. Also in the case of hiring employees there are new obligations and tax burdens for the entrepreneur as a payer. Obligations related to running a business are often unclear to entrepreneurs and tax regulations are complicated.

The tax system in every country should work efficiently as it greatly affects the development of a country (Barmuta, Borisova, Glyzina, 2015). If taxes are too high, the society reduces spending, which affects demand and hampers economic growth (Yared, 2010).

The article presents the essence of the tax system as well as the results of the study on the evaluation of tax laws, the relationship between tax authorities and taxpayers, explanations of the interpretation of tax laws and applied tax audits. This led to the conclusion that tax laws are biased and changed too often, which causes many misunderstandings between taxpayers and tax authorities.

## Characteristics of the tax system in Poland

There is no uniform tax system among the countries of the European Union. Therefore, the way of shaping tax laws remains within the competence of individual governments. The Polish tax system was established in the early 1990s. In 1992 personal income tax was introduced and a new corporate income tax act came into force. The tax system created in the nineteen nineties is in general valid until today, although it has been significantly modified over time (Scholes, Wolfson, Erickson, Maydew, Shevlin, 2014).

An overview of taxation theory is briefly presented below, showing that there is no unanimity among economists on how the most economically beneficial tax system should be constructed.

The first tax conceptions were modeled on the views of the founders of liberal economic thought. According to the views of Adam Smith, legislators should be guided by four main principles when creating tax laws (Smith, 1954):

- evenness, i.e., making the amount of taxes dependent on the amount of income,
- strict definition, i.e., unambiguity of tax laws,
- convenience to the taxpayer,
- low enforcement costs.

In addition, Smith was opposed to taxing basic necessities. He reasoned that taxing necessities led to higher wages for workers to earn a living. This, in turn, led to higher prices for manufactured goods, less demand for them, and less government revenue overall.

Analyzing the tax theories of the 19th and 20th centuries, one should mention the views of D. Ricardo, who was critical of taxes. He believed that taxes are always ultimately paid from state revenues, which negatively influences the development of the state. He concluded that the market is ruled by an invisible hand, which distributes capital in the most optimal way, and government actions can only spoil that.

The importance of taxes in social consumption was recognized by J. Say. However, he also believed that taxes should be as low as possible in order not to hinder the development of the state. According to his views, the tax system should be characterized by the following principles (Say, 1960):

- minimum number of taxes,
- taxes should not burden the taxpayer without sufficient benefit to the state,
- the burden of taxes should be shared equitably,
- taxes should do as little harm to reproduction as possible, and instead encourage morality.

A somewhat new perception of taxation was the acceptance of a fair distribution of the tax burden. According to Say, a properly constructed progression should constitute a part of the tax system. He was a forerunner of the principle that direct tax revenues should cover two thirds of the budget expenses, while one third should be covered by indirect tax revenues.

Interesting tax concepts were professed by J.M. Keynes. He emphasized the particular role of taxes in the policy of interventionism. He argued that it is necessary to introduce higher taxes for the more wealthy and higher benefits for the poorer in order to lead to such a distribution of capital that promotes the growth of demand (Gajl, 1992).

In the second half of the twentieth and the beginning of the twenty-first century two schools clashed: the Post-Keynesian doctrine and the neoclassical doctrine. The former advocated stability, neutrality and minimization of taxation. The second doctrine made taxation dependent on the economic situation.

According to W. Modzelewski, two models of the state can be distinguished:

- a) robbery-slavery, in which citizens are forced to provide services to the state,
- b) tax, in which the obligation to bear public-legal burdens is included in the tax legislation, so that citizens can anticipate in advance the tax consequences of certain actions (Modzelewski, 2020).

In general, accountants mostly understand and correctly interpret tax regulations. Nonetheless, entrepreneurs usually have problems with proper understanding of tax regulations (KPMG Report in Poland, 2020).

The obligation to pay taxes arises from Article 84 of the Polish Constitution. (Constitution of the Republic of Poland, 1997). The legislator must impose obligations on taxpayers in accordance with the norms contained in the various legal acts governing the law-making process. An important principle regarding tax law making rules is that the laws should be written in an understandable and clear manner so that the taxpayer is able to understand what his duties and rights are (Asrinanda, 2018).

The tax system consists of individual taxes that form a whole in economic and legal terms and are interrelated (see Table 1).

**Table 1.**  
*Taxes included in the Polish tax system*

Taxes			
	direct	indirect	
Taxes and fees constituting state revenue	<ol style="list-style-type: none"> <li>1. Personal Income Tax (PIT),</li> <li>2. Corporate Income Tax (CIT),</li> <li>3. inheritance and gift tax,</li> <li>4. Tax on Civil Law Transactions (TCLT),</li> <li>5. agricultural tax,</li> <li>6. forest tax,</li> <li>7. property tax,</li> <li>8. tax on means of transport,</li> <li>9. tonnage tax,</li> <li>10. tax on the extraction of certain minerals,</li> <li>11. lump-sum tax on the value of production sold (so-called shipbuilding tax)</li> </ol>	<ol style="list-style-type: none"> <li>1. Value Added Tax (VAT),</li> <li>2. excise tax,</li> <li>3. gaming tax.</li> </ol>	
	<ol style="list-style-type: none"> <li>1. Tax on Civil Law Transactions (TCLT)</li> <li>2. inheritance and gift tax</li> <li>3. property tax</li> <li>4. tax on means of transport</li> <li>5. agricultural tax</li> <li>6. forest tax</li> </ol>		Taxes constituting local government revenues

Source: Own compilation based on [www.podatki-w-polsce.pl](http://www.podatki-w-polsce.pl) (accessed 20.04.2022).

The tax system also consists of:

- domestic and international tax law,
- government and local government administrative bodies.

The presented review of the theory of taxation indicates that there is no unanimity in the development of tax law. However, there is no doubt that the inclusion of such features of the tax system as neutrality, transparency of regulations and cheap tax collection system has a beneficial effect on the economy, as well as meets the expectations of taxpayers.

### 3. Purpose and scope of the study

In order to find out the opinion of entrepreneurs on the tax environment and their knowledge of tax regulations, a survey in the form of a questionnaire was carried out among entrepreneurs running a business in the Silesian Voivodeship. Defining the objectives of the scope of the study was accompanied by the conviction that there is a cause-effect relationship, according to which the complicated and changeable tax law adversely affects conducting business activity in Poland.

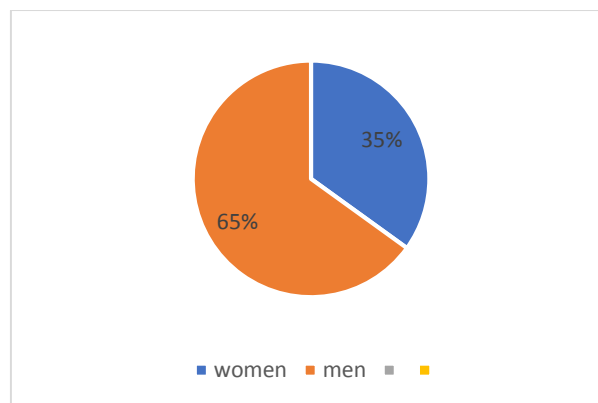
The main objective of the study was to present the subjective assessment of the tax environment made by the surveyed entrepreneurs. The survey questionnaire was preceded by a short introductory letter to introduce the topic and purpose of the research. All respondents were asked the same questions. The questions were structured in such a way that the respondents were willing to answer them. Respondents were selected in a purposive manner within a sample of companies from the Silesia region. Questions were constructed and based on a closed set of answers. The statements were assigned a five-level answer set, which gave them the characteristics of a set of ordinal scales. Each statement was evaluated by the respondent according to its compliance with his/her opinion. A 5-point Likert scale was used in the study. The survey questionnaire was divided into two parts. The first part dealt with the characteristic data of the surveyed entrepreneurs, who were asked to provide, among others, their gender, age, education, as well as data on the business they run. The second part of the survey concerned the evaluation of the tax system by the respondents. The entrepreneurs could express their opinion about the quality of the created law or the frequency of tax changes. The survey was conducted on March 1-22, 2022 among 103 entrepreneurs and it was anonymous. Respondents were asked the following 9 questions:

1. How do you assess the tax system in Poland?  
 very complicated  complicated  simple  very simple  I have no opinion
2. Do you think tax laws change too often?  
 very often  often  moderately  rarely  very rarely
3. In your opinion, are the tax laws clearly formulated?  
 definitely yes  yes  no  definitely no  I have no opinion
4. In your opinion, do taxpayers have enough time to prepare for tax law changes?  
 definitely yes  rather yes  rather no  definitely no  I have no opinion
5. How would you rate your relationship with tax authorities?  
 very good  good  poor  very poor  I have no opinion
6. In your opinion, is it easy to get information concerning taxes?  
 very easy  easy  difficult  very difficult  I have no opinion
7. In your opinion, is the tax burden in Poland too high?  
 definitely too high  high  optimal  low  I have no opinion

8. Do you think the health insurance contribution reform introduced in 2022 is beneficial to entrepreneurs?  
 definitely not favourable  not favourable  favourable  definitely favourable  
 I don't know
9. In your opinion, do unstable and voluminous tax laws increase the number of contracts with accounting firms?  
 definitely yes  rather yes  rather no  definitely no  I have no opinion

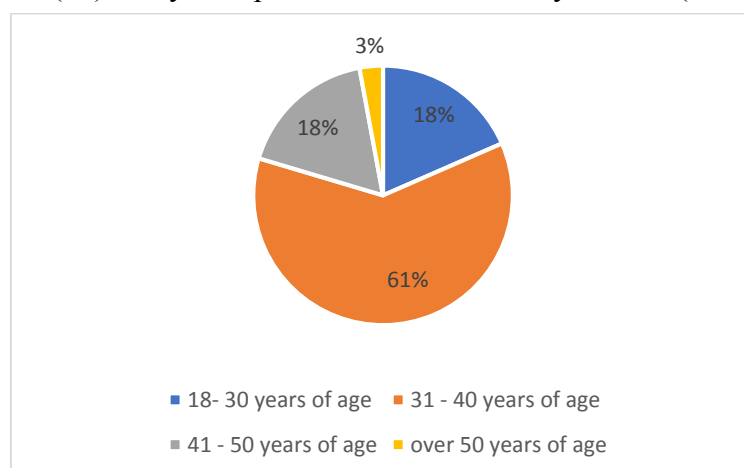
#### 4. Tax system in Poland according to entrepreneurs

The vast majority of the respondents were male (67) (see Figure 1).



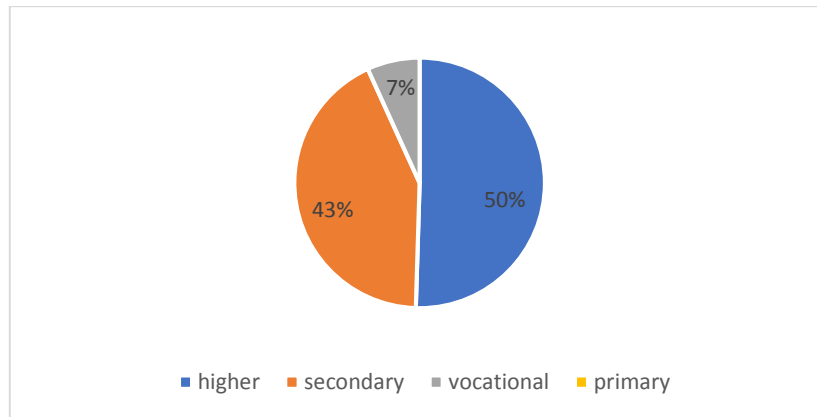
**Figure 1.** Gender of respondents. Source: Own research.

The analysis of the first part of the survey questionnaire allowed to conclude that the respondents were predominantly aged 31-40 years (63), followed by those aged 18-30 years (19) and 41-50 years (18). Only 3 respondents were over 50 years old (see Figure 2).



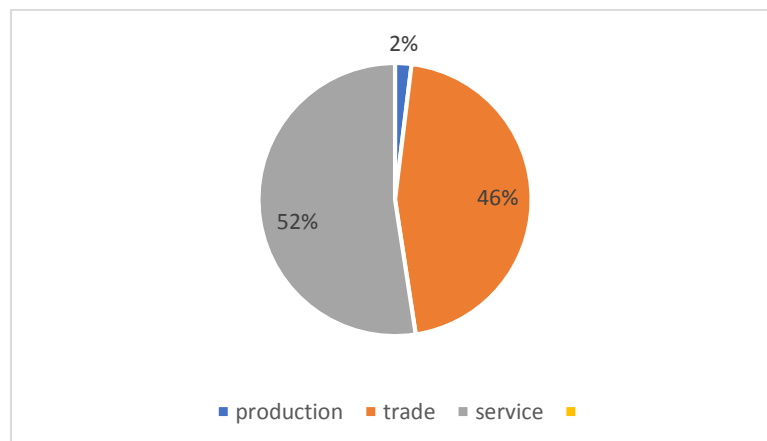
**Figure 2.** Age of respondents. Source: Own research.

The respondents were divided according to their education. The analysis of answers allows to notice that people with higher education prevail in the surveyed population (52), people with secondary education are on the second place (44) and there are 7 people with vocational education (see Figure 3).



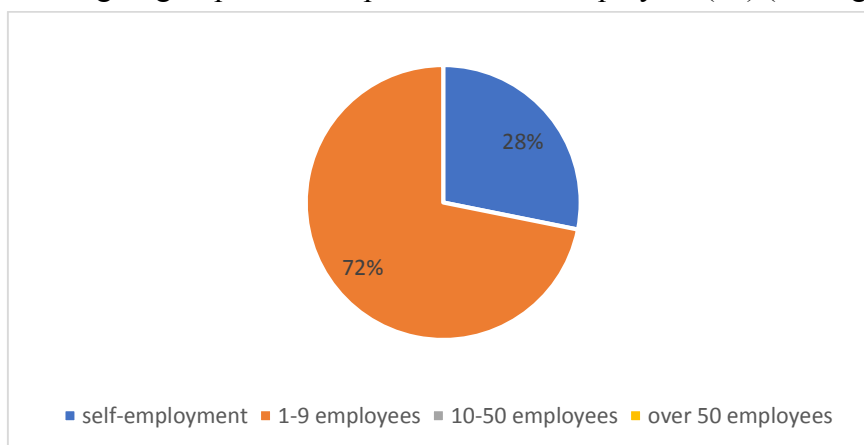
**Figure 3.** Education of respondents. Source: Own research.

The analysis of the obtained answers allowed to determine the profile of the companies' activities. It turned out that the structure of the surveyed companies was dominated by service companies (54). There were 47 trade companies and 2 production companies (see Figure 4).



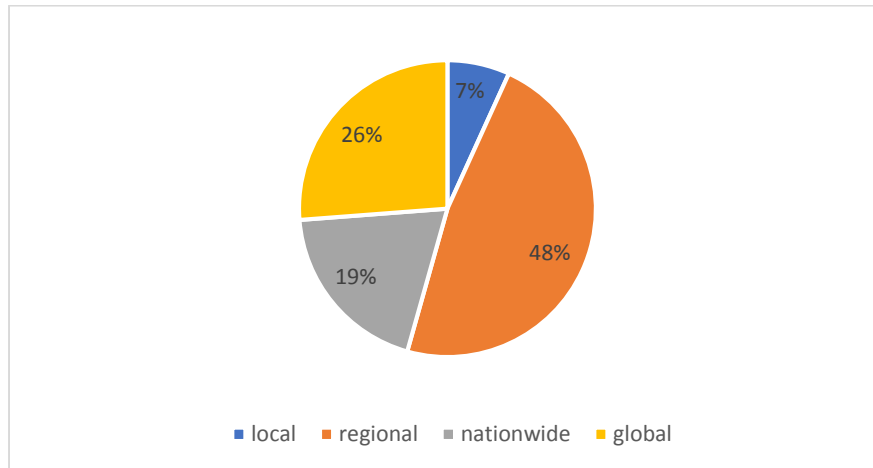
**Figure 4.** Profile of the surveyed companies. Source: Own research.

Among the surveyed companies, the vast majority were companies with 1 to 9 employees (74). The second largest group were companies with no employees (29) (see Figure 5).



**Figure 5.** Size of the surveyed enterprises. Source: Own research.

Taking into account the range of activity, companies operating in the regional market prevailed among the respondents (49). The nationwide market is served by 20 entrepreneurs. Only 7 companies operate on the local market, while 27 enterprises operate on the global market (see Figure 6).



**Figure 6.** Range of activity of the surveyed companies. Source: Own research.

The second part of the survey concerned issues related to the tax environment of enterprises. The collected research material was described and presented graphically.

The vast majority of respondents found the tax system in Poland very complicated (79). It was considered to be complicated by 18 respondents, while only 6 respondents had no opinion (see Table 2).

**Table 2.**

*The complexity of the tax system*

Specification	Number of people	Percentage share
Very complicated	79	76,70%
Complicated	18	17,48%
Simple	0	
Very simple	0	
I have no opinion	6	5,82%
Total	103	100%

Source: Own research.

Nearly all respondents indicated that tax laws change frequently (98). Only 5 respondents believe that tax laws are modified moderately (see Table 3).

**Table 3.**

*Tax laws change frequently*

Specification	Number of people	Percentage share
Very often	68	66,02%
Often	30	29,13%
Moderately	5	4,85
Rarely	0	0
Very occasionally	0	0
Total	103	100%

Source: Own research.



Almost all respondents admitted that tax regulations are unclear, which negatively affects running a business. Unclear regulations very often lead to misinterpretation and conflicts between taxpayers and tax offices. The type of business and its environment mean that each entrepreneur attaches different importance to decisions made by the Ministry of Finance (see Table 4).

**Table 4.***Tax laws are clearly worded*

Specification	Number of people	Percentage share
Definitely yes	0	0
Yes	2	1,94%
No	19	18,45%
Definitely no	82	79,61%
I have no opinion	0	0
Total	103	

Source: Own research.

According to the survey, more than 88% of respondents consider too late informing the taxpayers about planned changes in tax laws to be a significant problem (see Table 5).

**Table 5.***Late notice of planned tax law changes*

Specification	Number of people	Percentage share
Definitely yes	0	0
Rather yes	3	2,91%
Rather no	17	16,51%
Definitely no	74	71,84%
I have no opinion	9	8,74%
Total	103	100%

Source: Own research.

Relationships with officials of the tax apparatus were rated next. Over 76% of the respondents assess their relations with tax officials as positive. The remaining 23% rate them poorly (see Table 6).

**Table 6.***Relations with tax authorities*

Specification	Number of people	Percentage share
Very good	23	22,33%
Well	56	54,37%
Poorly	24	23,30%
Very poorly	0	0
I have no opinion	0	0
Total	103	100%

Source: Own research.

According to the respondents, obtaining information regarding tax knowledge is significantly difficult. This is evident even in the situation of inquiring in different tax offices about some tax issue and receiving contradictory information (see Table 7).

**Table 7.**  
*Access to tax knowledge*

Specification	Number of people	Percentage share
Very easily	0	0
Easily	4	3,88%
Difficult	43	41,75%
Very difficult	44	42,72%
I have no opinion	12	11,65%
Total	103	100%

Source: Own research.

According to all respondents, the tax burden in Poland is too high. This can be regarded as another barrier to doing business (see Table 8). The necessity of bearing certain tax burdens results from the compulsory nature of tax. It is expressed in the fact that the entity entitled to collect taxes may use coercive measures to enforce the amount of tax due. Compulsory taxation is common in all legislations. The results of research on barriers to SME development show that high tax and social security burdens remain one of the most threatening to enterprise development.

**Table 8.**  
*The amount of tax burden*

Specification	Number of people	Percentage share
Definitely too high	97	94,17%
High	6	5,83%
Optimal	0	0
Low	0	0
I have no opinion	0	0
Total	103	100%

Source: Own research.

The reform of the health insurance contribution, which took effect at the beginning of 2022, is assessed unequivocally negatively (see Table 9). The obligation to calculate the amount of the contribution from the income and impossibility of deducting its part from tax significantly increase the burden with regards to tax authorities.

**Table 9.**  
*Evaluation of health insurance contribution reform*

Specification	Number of people	Percentage share
Definitely unfavorable	98	95,15%
Unfavorable	5	4,85%
Beneficial	0	0
Definitely beneficial	0	0
I have no opinion	0	0
Total	103	100%

Source: Own research.

Changeable and ambiguous tax regulations cause great difficulty for entrepreneurs and constitute a significant barrier to conducting business activity. Lack of tax knowledge prevents entrepreneurs from meeting their tax obligations in a reliable way. In the opinion of over 87% of respondents, unstable and complex tax regulations are the reason for concluding more contracts with accounting offices (see Table 10).

**Table 10.***Impact of tax regulations on the number of contracts with accounting offices*

Specification	Number of people	Percentage share
Definitely yes	73	70,87%
Rather yes	13	12,62%
Rather no	6	5,83%
Definitely no	0	0
I have no opinion	11	10,68%
Total	103	100%

Source: Own research.

The next stage of the empirical part of the study was statistical analysis. Due to the scale used in the questionnaire, measures of correlation – Spearman's coefficient and  $\phi$  – Yule's coefficient – were chosen as appropriate tools for statistical analysis.

Based on the conducted surveys, the statistical relationships of the different formulations of the survey questionnaire were examined. This stage began by examining the correlation between the evaluation of the tax system and the age of the respondents (see Table 11).

**Table 11.***Values of Spearman's correlation coefficients between respondents' age and their evaluation of specific features of tax policy in Poland*

Evaluation:	Measure		
	R	t(N-2)	p
tax system in Poland	0,1340	1,3177	0,1908
frequency of tax law changes	0,0501	0,5045	0,6150
clarity of the wording of tax regulations	<b>-0,1966</b>	<b>-2,0148</b>	<b>0,0466</b>
amount of time to prepare for changes in tax laws	-0,1822	-1,7778	0,0787
relations with tax authorities	-0,0906	-0,9141	0,3628
ease of obtaining tax information	<b>-0,2185</b>	<b>-2,1122</b>	<b>0,0375</b>
amount of tax burden in Poland	-0,0072	-0,0724	0,9424
the impact of health insurance contribution reform enacted in 2022 (as beneficial) for businesses	-0,0811	-0,8179	0,4153
the impact of unstable and voluminous tax legislation on the increase in the number of contracts concluded with accounting offices	<b>0,2790</b>	<b>2,7562</b>	<b>0,0071</b>

Source: Own research.

As the age of the respondents increases, their assessment of clarity of tax law wording ( $r = -0.1966$ ;  $p = 0.0466$ ) as well as the ease of obtaining tax information ( $r = -0.2185$ ;  $p = 0.0375$ ) decrease. The assessment of the impact of unstable and voluminous tax laws on the increase in the number of contracts with accounting firms rises ( $r = 0.2790$ ;  $p = 0.0071$ ).

Correlations between the respondents' education and their evaluation of particular features of tax policy in Poland were examined next (see Table 12).

**Table 12.**

*Values of Spearman's correlation coefficients between respondents' education and their evaluation of specific features of tax policy in Poland*

<b>Evaluation:</b>	<b>Measure</b>		
	<b>R</b>	<b>t(N-2)</b>	<b>p</b>
tax system in Poland	0,0957	0,9370	0,3511
frequency of tax law changes	0,0547	0,5509	0,5829
clarity of the wording of tax regulations	0,0853	0,8606	0,3915
amount of time to prepare for changes in tax laws	-0,0239	-0,2296	0,8189
relations with tax authorities	0,0099	0,0999	0,9206
ease of obtaining tax information	0,0031	0,0289	0,9770
amount of tax burden in Poland	<b>0,2912</b>	<b>3,0588</b>	<b>0,0028</b>
the impact of health insurance contribution reform enacted in 2022 (as beneficial) for businesses	<b>0,2789</b>	<b>2,9193</b>	<b>0,0043</b>
the impact of unstable and voluminous tax legislation on the increase in the number of contracts concluded with accounting offices	0,1489	1,4285	0,1566

Source: Own research.

As respondents' education increases, their assessment of the amount of tax burden in Poland also increases ( $r = 0.2912$ ;  $p = 0.0028$ ) and so does the impact of the health insurance contribution reform introduced in 2022 on entrepreneurs ( $r = 0.2789$ ;  $p = 0.0043$ ).

The survey confirmed that there are statistical relationships between the evaluation of the tax system features and the size of the enterprise (see Table 13).

**Table 13.**

*Values of Spearman's correlation coefficients between the size of the surveyed enterprises and evaluation of particular features of tax policy in Poland*

<b>Evaluation:</b>	<b>Measure</b>		
	<b>R</b>	<b>t(N-2)</b>	<b>p</b>
tax system in Poland	0,1056	1,0349	0,3034
frequency of tax law changes	0,0705	0,7102	0,4792
clarity of the wording of tax regulations	<b>-0,2190</b>	<b>-2,2560</b>	<b>0,0262</b>
amount of time to prepare for changes in tax laws	-0,1001	-0,9653	0,3369
relations with tax authorities	-0,0711	-0,7169	0,4751
ease of obtaining tax information	<b>-0,3152</b>	<b>-3,1338</b>	<b>0,0023</b>
amount of tax burden in Poland	0,0286	0,2879	0,7740
the impact of health insurance contribution reform enacted in 2022 (as beneficial) for businesses	0,0595	0,5989	0,5506
the impact of unstable and voluminous tax legislation on the increase in the number of contracts concluded with accounting offices	<b>0,2478</b>	<b>2,4267</b>	<b>0,0172</b>

Source: Own research.

As the size of the surveyed companies increases, the assessment of clarity of the tax law wording decreases ( $r = -0.2190$ ;  $p = 0.0262$ ) and so does the ease of obtaining tax information ( $r = -0.3152$ ;  $p = 0.0023$ ). The assessment of the impact of unstable and voluminous tax laws on the increase in the number of contracts with accounting firms rises ( $r = 0.2478$ ;  $p = 0.0172$ ).

It turned out that there were also statistical correlations between the assessment of particular features of the tax system in Poland and the territorial range in which the surveyed enterprises operate (see Table 14).

**Table 14.**

*Values of Spearman's correlation coefficients between territorial range of the surveyed enterprises and evaluation of individual features of tax policy in Poland*

<b>Evaluation:</b>	<b>Measure</b>		
	<b>R</b>	<b>t(N-2)</b>	<b>p</b>
tax system in Poland	0,1265	1,2434	0,2168
frequency of tax law changes	<b>0,2645</b>	<b>2,7563</b>	<b>0,0069</b>
clarity of the wording of tax regulations	-0,1517	-1,5427	0,1260
amount of time to prepare for changes in tax laws	<b>-0,2272</b>	<b>-2,2381</b>	<b>0,0276</b>
Relations with tax authorities	-0,0904	-0,9123	0,3638
ease of obtaining tax information	<b>-0,2104</b>	<b>-2,0308</b>	<b>0,0453</b>
amount of tax burden in Poland	-0,0809	-0,8153	0,4168
the impact of health insurance contribution reform enacted in 2022 (as beneficial) for businesses	-0,0261	-0,2625	0,7935
the impact of unstable and voluminous tax legislation on the increase in the number of contracts concluded with accounting offices	0,1335	1,2779	0,2046

Source: Own research.

As the size of the surveyed businesses increases, the assessment of the amount of time to prepare for tax law changes decreases ( $r = -0.2272$ ;  $p = 0.0276$ ) and so does the ease of obtaining tax information ( $r = -0.2104$ ;  $p = 0.0453$ ). The assessment of the frequency of tax law changes rises ( $r = 0.2645$ ;  $p = 0.0069$ ).

The next stage was to examine the relationship between the assessment of individual features of the tax system and the profile of business activity of enterprises (see Table 15).

**Table 15.**

*Values of Yule's correlation coefficients –  $\varphi$  and the test of significance  $\chi^2$  for the business profile of the surveyed enterprises and the assessment of particular features of tax policy in Poland*

<b>Evaluation:</b>	<b>Measure</b>		
	<b><math>\varphi</math></b>	<b><math>\chi^2</math></b>	<b>p</b>
tax system in Poland	<b>0,117</b>	<b>4,361</b>	<b>0,037</b>
frequency of tax law changes	0,062	1,207	0,272
clarity of the wording of tax regulations	<b>- 0,184</b>	<b>10,761</b>	<b>0,001</b>
amount of time to prepare for changes in tax laws	- 0,046	0,673	0,412
relations with tax authorities	<b>- 0,298</b>	<b>28,251</b>	<b>0,000</b>
ease of obtaining tax information	<b>- 0,223</b>	<b>15,883</b>	<b>0,000</b>
amount of tax burden in Poland	0,062	1,207	0,272
the impact of health insurance contribution reform enacted in 2022 (as beneficial) for businesses	0,062	1,207	0,272
the impact of unstable and voluminous tax legislation on the increase in the number of contracts concluded with accounting offices	<b>0,145</b>	<b>6,721</b>	<b>0,010</b>

Source: Own research.

A statistically significant correlation was confirmed between the business profile of enterprises and the assessment of the clarity of tax law formulation ( $\varphi = -0.184$ ;  $p = 0.001$ ), relations with tax authorities ( $\varphi = -0.298$ ;  $p < 0.001$ ) and the ease of obtaining information on taxes ( $\varphi = -0.223$ ;  $p < 0.001$ ). In these cases, service companies rate the indicated characteristics higher than commercial companies. On the other hand, statistically significant correlations of the business profile of enterprises and assessments of the tax system in Poland ( $\varphi = 0.117$ ;  $p = 0.037$ ) as well as the influence of unstable and extensive tax regulations on the increase in

the number of contracts concluded with accounting offices ( $\varphi = 0.145$ ;  $p = 0.010$ ) indicate a higher assessment of these features by trade enterprises.

The final step was to examine the relationship between the evaluation of specific features of the tax system and the gender of the respondents (see Table 16).

**Table 16.**

*Values of Yule's correlation coefficients-  $\varphi$  and the test of significance  $\chi^2$  for the respondents' gender and evaluation of particular features of tax policy in Poland*

Evaluation	Measure		
	R	T(N-2)	p
tax system in Poland			
frequency of tax law changes	-0,1050	3,073	0,0611
clarity of the wording of tax regulations	-	-	-
amount of time to prepare for changes in tax laws	<b>0,1344</b>	<b>5,7480</b>	<b>0,0165</b>
relations with tax authorities	<b>0,1810</b>	<b>10,4125</b>	<b>0,0013</b>
ease of obtaining tax information	0,0959	2,9237	0,0873
amount of tax burden in Poland	-	-	-
the impact of health insurance contribution reform enacted in 2022 (as beneficial to businesses)	-	-	-
the impact of unstable and voluminous tax laws on increasing the number of contracts with accounting firms	<b>-0,2612</b>	<b>21,6940</b>	<b>0,0000</b>

Source: Own research.

It was confirmed that men rated the impact of unstable and voluminous tax laws on the increase in the number of contracts with accounting firms significantly higher ( $\varphi = 0.2612$   $p < 0.0001$ ), while women rated significantly higher the following: the clarity of tax law formulation ( $\varphi = 0.1344$   $p = 0.0165$ ), the amount of time to prepare for tax law changes ( $\varphi = 0.1810$   $p = 0.0013$ ) as well as the ease of obtaining tax information ( $\varphi = 0.1387$   $p = 0.0134$ ).

## 4. Conclusions

Summarizing the hitherto considerations based on the conducted surveys, which provide interesting insights into the evaluation of the tax system by entrepreneurs, it is necessary to answer the most important questions posed in this paper.

The main objective of the study was to answer the research question formulated as follows: "Is the tax law conducive to doing business in Poland?".

The hypothesis of the study was that the intricate and complicated tax regulations make it difficult to do business in Poland. The conducted questionnaire surveys made it possible to verify the hypothesis. Their results confirm the hypothesis that the vague and intricate tax regulations make it difficult to do business in Poland.

The results of the study lead to the following conclusions:

1. The respondents were predominantly male.
2. The study was dominated by people with higher education.
3. The largest group of respondents was between the ages of 31-40.
4. The largest number of companies surveyed operate in the regional market.
5. Over 52% of respondents run a service business.
6. Among the companies surveyed, the vast majority were companies with 1 to 9 employees.
7. The tax system in Poland was assessed negatively. Respondents point to the instability of tax regulations, unclear wording of regulations or late notice of planned tax changes.
8. Relations with tax authorities were rated as positive.
9. According to all respondents, the tax burden is too high, which constitutes a significant barrier to business development.
10. The health insurance reform has been assessed in a very negative way.
11. The frequency of tax changes and obscure tax laws increase the frequency of delegating accounting functions to a specialized outsourcing company. Frequent tax changes and unclear tax laws are significant barriers to SME growth.
12. The conducted statistical study revealed the existence of a number of correlations between specific statements of the survey questionnaire.

The aim of the study was achieved according to the established plan, the hypothesis was verified and confirmed.

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