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Understanding the real story on jobs

We are in an era of stagnant productivity and wage growth, not jobs. It is imperative that we estimate labour productivity to understand the real story on jobs. In the absence of commensurate productivity and wage gains, we must strive to improve the quality of the jobs offered

THE DISCOURSE OVER a jobs debate has never been so shrill. The economy is currently expanding at 6.6% (with a downside bias), but more than other competing economies, and it is only a matter of sheer conjecture whether it is translating into enough jobs or not. The latest leak of the NSSO data has only added to the confusion as it estimates a 10% drop in employment. With the economy growing at 7.5% for the last five years, such a sharp envisaged drop in employment implies close to 20% rise in labour productivity. Thus, it is imperative that we estimate labour productivity to understand the real story on jobs.

Using the KLEMS data, we estimated productivity of various sectors during FY17-19. Our results show the overall productivity growth remains relatively stagnant (9.4% to 9.9%) in the last five years, barring FY15. Let us take up each of the sectors one by one.

Growth in agriculture productivity has been following a downward trend, which is a cause for concern. It thus appears that the agricultural sector has been witnessing growth in output while at the same time people are leaving agriculture as a source of profession, thereby leading to rise in productivity, but only at the margin. The limited rise in agricultural productivity has also an interesting connotation.

Contrary to popular perception, the decline in across-the-board food prices thus cannot be solely attributed to the rise in agricultural productivity. Vegetables, fruits, pulses, eggs and sugar are, in fact, witnessing deflation in the recent months, and it seems that the decline in food prices reflects structural break in food prices over a longer term. This could be the result of prudent supply management or even a change in the behavioural habit of people.

What is more intriguing is that the growth in manufacturing productivity has slowed down in the recent past. However, what is more interesting is that the productivity gains in India were more significant prior to 2008, reflecting in part the exponential growth in global trade. In effect, trade redistributes the allocation of resources and thereby affects the distributive share of labour, specifically when the markets are imperfect. Using the disaggregated data of Indian industries from 1998 to 2008, an ADB study has found that labour bargaining power drops with the interaction of trade. Labour share, measured as a percentage of gross value addition (GVA),

drastically dropped from 28% in 1980 to 10% in 2007-08 in the industrial sector. The drop itself seems to represent the weakening bargaining position of workers and thus productivity gains were significant. Therefore, a drop in bargaining power along with a rise in mark-up of industries explains the gradual decline in labour share, which, in turn, explains a rise in productivity, prior to 2008. Interestingly, post-2008, with slowdown in global trade, labour productivity growth has declined as per our estimation.

We believe that the recent slowdown in manufacturing productivity growth finds ramification in the series of aggressive stock buybacks by Indian corporates, which allows them to boost their earnings without having to invest in productivity gains. This is more possible as corporates have been undergoing deleveraging in the last couple of years, and therefore finding innovative ways to boost earnings. During 2018 and 2019 (till now), Indian companies have bought back 1,952 lakh shares.

The services sector has registered good productivity gains, reflected by its over-7% growth registered in all three quarters of FY19. The services sector has registered a productivity growth of 10.5% in FY18 and is expected to log in a growth of 10.4% in FY19. However, there are worrying signs, too. Within the services sector, real estate, dwelling and professional services—which form the bulk of services—have shown a declining trend in GVA. This is disturbing as the IT services, which are our primary exports, are included in this.

The slow growth in productivity clearly manifests in low wage growth. Our estimates show that wage growth has also been witnessing signs of moderation, on yearly as well as sequential basis. This moderation in wages also implies important lessons that can be deciphered from policy setting. For example, if wage growth is slow, it implies that familiar wage-price nexus is not working and this could result in moderation of inflation expectations. Thus, it is a futile debate to argue regarding jobless growth. We would rather say that in the absence of commensurate productivity and wage gains, we must strive to improve the quality of jobs offered. The current debate should clearly focus on wage growth as a binding constraint.

We would also, however, caution the policymakers of a slower productivity growth. For example, persistent low productivity encourages over-borrowing by corporations and households; in turn, it represents a big risk to economies and fiscal systems. A similar logic applies to the social and political impact of low productivity growth.

Before we end, a word about payroll data. Beginning September 2017, India has been publishing non-farm payroll data every month from EPFO, ESIC and NPS establishments. This is a remarkable upgrade over survey-based quarterly results in terms of data quality and frequency. Although the data from these establishments is still evolving (frequent data revisions), but a similar exercise for other countries shows that it will take time to stabilise. The good thing is that EPFO seems to have now realised that such data revisions could be the result of non-uniform treatment of persons joining and exiting EPFO. Thus, as per EPFO, persons leaving the age band till date included the members who also joined prior to September 2017, but exited only during the period after September 2017. This was strange, as we were using flow data for joining, but stock data for leaving, and hence such drastic revisions. But January figures now look stable after incorporating such changes.

We recommend that EPFO now starts releasing the non-farm productivity (as in the US) at least for those sectors for which we have output data from CSO's GVA database. This will fill a huge lacuna in productivity estimates in India.

● GST COLLECTIONS

How to ensure a larger haul

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Direct correlation between non-filing of returns and non-payment of taxes

THE BUDGETED GST collections by the central government for the financial year 2018-19 stand at ₹7.43 lakh crore. But so far, the collections have been far from what had been budgeted. Hence, the collections have recently been revised to ₹6.43 lakh crore.

The budgeted GST collections envisaged an increase on the back of economic growth and plugging leakages of revenue. In the last year, several cases of GST tax evasions have been unearthed. According to recent media reports, tax evasion amounting to ₹20,000 crore has been detected between April 2018 and February 2019. Therefore, tax evasion is certainly a big possibility for lower tax collections.

Another area of concern is the increasing number of taxpayers who are not regularly filing GST returns. Although there is a high probability that many of these taxpayers are not in the high-taxpaying bracket, or may be in the nil-tax category, the non-filing of returns and, consequently, non-payment of taxes contributes to lesser collections. Many of these small taxpayers do not have the wherewithal in terms of IT infrastructure, IT awareness, etc, which may lead to avoiding filing of returns. In the absence of in-house capability, the reliance on outsourced service providers is a costly affair for the many. Also, many have been facing issues of transaction credit not appearing in their electronic records. In the absence of transition credit, paying taxes would mean cash outflow, which is a discouraging factor. It may be noted that under the GST laws, returns cannot be filed without payment of taxes. Therefore, there is a direct correlation between the non-filing of returns and non-payment of taxes.

Almost a year ago, e-Waybill was introduced with a view to create a digital trail and curb tax evasion. It has played a role in the detection of several cases of tax evasion.

Now, e-Waybill is familiar to the trade and it may be time to take it a step further. This could be the linking of the e-Waybill with the sales invoices/delivery challans in the GST returns. This would help identify and eliminate the possibility of using the same e-Waybill for multiple sales invoices, which leads to tax evasion.

Another measure that is already in the works is enabling the supplier has uploaded the sales invoice that has been accepted/confirmed by the recipient. Linking every sales invoice with a corresponding input tax credit was part of the founding framework of GST. It was discontinued due to complexities arising at the time of introduction of GST. It has now been proposed to launch this framework optionally from April 1 onwards and make it mandatory from July 1.

Ramp up from the above reasons, progressive reduction in tax rates, especially bringing goods in the highest tax bracket of 28% to 18% or lower, would certainly contribute to the reduction in GST when collected. These reductions may not have been factored in when the budget was drawn.

Apart from the measures taken on the e-Waybill front, it may be time to look at introducing a reverse charge mechanism to a selected class of goods and services that are prone to tax evasion

The way forward

Apart from the measures on the e-Waybill front, it may be time to look at introducing a reverse charge mechanism, albeit very selectively, to a selected class of goods and services that are prone to tax evasion.

The GST Council has previously discussed incentivising digital payments by providing a discount to the GST rate. This needs to be reconsidered.

As a parting thought, one radical idea could be to provide set-off of central GST against income tax with appropriate thresholds for transactions that are designated as business to consumer. With the use of IT platforms, integration of reporting details akin to Form 26AS should not be a challenge. The ability to set-off GST against income tax liability could give leverage to the idea of capturing transactions that are susceptible to tax leakages.

Trends in labour productivity growth (in %)

Sector	FY15	FY16	FY17	FY18	FY19
Agriculture & allied	12.5	10.3	15.1	9.9	6.0
Industry	3.7	4.6	3.1	4.7	7.3
Mining & quarrying	6.1	-3.0	10.5	10.1	20.3
Manufacturing	9.5	14.1	7.6	7.6	10.9
Electricity, gas & water supply	6.7	16.8	2.9	16.7	12.6
Construction	-2.1	-6.7	-0.1	2.6	4.2
Services	12.4	9.2	9.4	10.5	10.4
Trade, hotels, transport & communication	12.2	8.8	9.5	10.0	10.6
Financing, insurance, real estate & bus services	7.6	4.8	3.6	4.3	5.3
Public administration, defence and other services	13.3	10.1	12.0	14.1	11.8
Overall	11.2	9.4	9.8	9.8	9.9

Source: SBI Research. FY17-FY19 are projections based on KLEMS data

OFFSETTING GST CREDITS

A tremor for the industry?

New mechanism can lead to accumulation of CGST credits and, in some cases, cash payment towards output SGST liability

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CGST and SGST output liability once the input credit on account of input CGST and SGST credit was fully utilised. This method allowed companies to utilise the credits to its fullest and cash payouts were required only when the credits are fully exhausted.

The tax payment utility available on the government portal was customised to offset the SGST credit first with the SGST output liability and likewise the CGST credit was first allowed to set off against the CGST output liability. Once the SGST and CGST input balances are fully utilised for payment of respective output taxes, the IGST credit balance was allowed to be used towards the payment of CGST and SGST

output liability in chronological order. Recently, the government amendment the set-off mechanism of input tax credit to be effective from February 1, 2019. As per the amended set-off mechanism, which is covered under section 49A of the CGST Amendment Act 2018, a GST registered person is required to first utilise its entire IGST credit towards the payment of output IGST liability. The balance of IGST credit will then be used for payment of CGST and SGST liability, respectively. The credit balance available in the SGST and CGST credit pool can be used only when the IGST credit pool is fully utilised. The accompanying table shows the erstwhile

Nature of input credit	Order of utilisation credit for payment of output liability		
	First	Second	Third
Erstwhile set-off mechanism applicable till January 31, 2019			
IGST	IGST	CGST	SGST
CGST	CGST	IGST	-
SGST	SGST	IGST	-
Revised set-off mechanism effective from February 01, 2019			
IGST	IGST	CGST	SGST
CGST	IGST	CGST	-
SGST	IGST	SGST	-

set-off mechanism which was operational till January 31, 2019, and the revised set-off mechanism effective February 1, 2019.

The revised set-off mechanism is applicable for utilisation of credit available on/after February 1, 2019. This means that taxpayers were required to follow the new mechanism while filing their GST 3B for the month of February, which was due on March 20, 2019.

While it seems the new set-off mechanism has been prescribed to minimise the fund settlement amongst central and state governments on account of IGST, the amendment has created an anomaly wherein credit of CGST will get accumulated and SGST output liability will have to be discharged in cash in certain cases.

The importers and companies having

interstate procurement model have CGST credit procuring in their credit pool as on date. A large chunk of credit was transitioned from the erstwhile tax regime through Tran-1. This segment of companies that are heavily reliant on imports or interstate procurements, such as retail stores, may be hit with this new offset mechanism. This will have significant working capital impact to such taxpayers.

The new set-off mechanism is going to result in accumulation of CGST credits and in some cases cash payment towards output SGST liability. Taxpayers whose local procurements are more than interstate procurements will remain unaffected with the new mechanism.

Also, taxpayers enjoying state incentives where the benefits are linked to pay-

ment of SGST (either in cash or through SGST credit) will suffer with this new set-off procedure. For companies with high interstate procurements, with combined credit of IGST and CGST exceeding total liability of IGST and CGST, the new set-off mechanism is going to create challenge in terms of accumulation of CGST credit balance and at the same time cash payout towards SGST liability.

The new set-off mechanism which is already effective but disrupt the fundamental advantage of fungibility of credits. No ability of set-off the available credits can in one way be viewed as tax on tax or cascading of taxes which was the challenge under the erstwhile tax regime.

India Inc expects the government to reconsider these aspects and take course correction or as an alternate companies may need to consider to alter their supply-chain models (move from centralised distribution model to decentralised distribution model) to achieve efficiencies. However, any alternate arrangement at the end of India Inc could lead to various other nuisances such as supply-chain realignment, redefining IT systems to cater to new features, contract disruptions and much more.

(Kishore Kumar, director, and Anubha Aggarwal, associate, contributed to the article.)