

Informations *Rapides*

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■ Revised index of hourly labour cost - all employees – Fourth quarter of 2014

Warning: Since the first quarter of 2013 the tax credit for encouraging competitiveness and jobs (CICE) has been included in the computation of the revised index of hourly labour cost as a subsidy received by the employer. The rate of the CICE has increased from 4% to 6% since January 1st, 2014. An index without the effect of the CICE is available as supplementary data.

The revised index of hourly labour cost - all employees (ICHTrev-TS) ; a cost index and an index of employer contributions

The cost index

The ICHTrev-TS is primarily intended for users who need indicators of labour costs to upgrade their contracts. Therefore, this index cannot be subject to any revision once it has been published. It is a monthly index (base 100 in December 2008) that is published every quarter for all industries.

Since January 1st, 2013, the tax credit for encouraging competitiveness and jobs (CICE) has been included in the computation of the ICHTrev-TS as a subsidy received by the employer. From January 1st 2014, the rate of exoneration of the CICE has increased from 4% to 6% of wages lower than 2.5 minimum wages. Since the ICHTrev-TS is an index, which is smoothed over a four-quarter period, the effect of an increase of the CICE rate on the change in the index has been spread over the whole year 2014.

ICHTrev-TS - Costs

base 100 in Dec. 2008

	Oct. 2014	Nov. 2014	Dec 2014	Jan. 2015
Mechanical and electrical industries	113.9	114.1	114.2	114.3
Mining and quarrying	113.7	113.8	113.9	na
Manufacturing	112.8	112.9	113.0	na
Electricity, gas, steam and air conditioning supply	106.9	106.9	107.0	na
Water supply; sewerage, waste management and remediation activities	107.7	107.6	107.6	na
Construction	109.8	109.8	109.8	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	109.2	109.3	109.3	na
Transportation and storage	107.8	107.8	107.8	na
Accommodation and food service activities	111.1	111.1	111.2	na
Information and communication	111.3	111.4	111.5	na
Financial and insurance activities	110.9	110.9	110.9	na
Real estate activities	114.0	114.1	114.2	na
Professional, scientific and technical activities	109.1	109.1	109.0	na
Administrative and support service activities	114.6	114.4	114.3	na

na = not available Sources: Acoss, Dares, INSEE

The index of employer contributions

An index of employer contributions has also been published from April 2010 to now (base 100 in December 2008). It differs from the ICHTrev-TS in two ways: the three monthly indices of a same quarter are identical, and there is no forecast for the mechanical and electrical industries as far as the first month of the next quarter is concerned. This index of employer contributions measures the change in the variable "1 + rate of employer contributions" where the rate of employer contributions is the percentage of employer social contributions and taxes minus subsidies based on wages and employment (see *methodological note*), to gross salary.

The CICE affects the index of employer contributions.


ICHTrev-TS - Employer contributions

base 100 in Dec. 2008

	Oct. 2014	Nov. 2014	Dec 2014
Mechanical and electrical industries	98.6	98.6	98.6
Mining and quarrying	98.4	98.4	98.4
Manufacturing	98.3	98.3	98.3
Electricity, gas, steam and air conditioning supply	98.7	98.7	98.7
Water supply; sewerage, waste management and remediation activities	98.2	98.2	98.2
Construction	98.0	98.0	98.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.8	97.8	97.8
Transportation and storage	97.3	97.3	97.3
Accommodation and food service activities	97.5	97.5	97.5
Information and communication	99.1	99.1	99.1
Financial and insurance activities	99.2	99.2	99.2
Real estate activities	98.8	98.8	98.8
Professional, scientific and technical activities	98.8	98.8	98.8
Administrative and support service activities	97.1	97.1	97.1

Sources: Acoss, Dares, INSEE

Learn more :

- Supplementary data (methodology, long run series, etc.) are available on the web page of the revised index of hourly labour cost: <http://www.insee.fr/fr/themes/indicateur.asp?id=74>
- The effect of the CICE is available here: <http://www.insee.fr/en/indicateurs/ind74/20150408/effet%20CICE.xls>
- Historical data are available on the BDM website: [G1159](#), [G1160](#)
- Press contact: bureau-de-presse@insee.fr  Follow us on Twitter @InseeFr_News

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