

# Informations *Rapides*

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## ■ Revised index of hourly labor cost - all employees – Second 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 labor cost as a subsidy received by the employer. The rate of the CICE has increased from 4% to 6% since January 1<sup>st</sup>, 2014. An index without the effect of the CICE is available as supplementary data.

### The revised index of hourly labor 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 labor 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 1<sup>st</sup>, 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 1<sup>st</sup> 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 is spread over the whole year.

#### ICHTrev-TS - Costs

base 100 in Dec. 2008

	April 2014	May 2014	June 2014	July 2014
Mechanical and electrical industries	113.4	113.4	113.5	113.7
Mining and quarrying	113.6	113.6	113.7	na
Manufacturing	112.3	112.4	112.5	na
Electricity, gas, steam and air conditioning supply	106.6	106.6	106.6	na
Water supply; sewerage, waste management and remediation activities	107.8	107.7	107.7	na
Construction	109.8	109.9	109.9	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	108.9	108.9	109.0	na
Transportation and storage	107.7	107.8	107.8	na
Accommodation and food service activities	110.7	110.9	111.0	na
Information and communication	110.8	111.0	111.2	na
Financial and insurance activities	110.2	110.4	110.5	na
Real estate activities	113.3	113.4	113.6	na
Professional, scientific and technical activities	108.6	108.7	108.8	na
Administrative and support service activities	115.0	114.9	114.9	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 contributions relative to gross salary.

The CICE also affects the index of employer contributions.


#### ICHTrev-TS - Employer contributions

base 100 in Dec. 2008

	April 2014	May 2014	June 2014
Mechanical and electrical industries	98.9	98.9	98.9
Mining and quarrying	98.8	98.8	98.8
Manufacturing	98.7	98.7	98.7
Electricity, gas, steam and air conditioning supply	99.0	99.0	99.0
Water supply; sewerage, waste management and remediation activities	98.7	98.7	98.7
Construction	98.5	98.5	98.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	98.3	98.3	98.3
Transportation and storage	97.9	97.9	97.9
Accommodation and food service activities	98.3	98.3	98.3
Information and communication	99.3	99.3	99.3
Financial and insurance activities	99.4	99.4	99.4
Real estate activities	99.2	99.2	99.2
Professional, scientific and technical activities	99.1	99.1	99.1
Administrative and support service activities	97.7	97.7	97.7

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 labor cost: <http://www.insee.fr/fr/themes/indicateur.asp?id=74>
- The effect of the CICE is available here: [http://www.insee.fr/fr/indicateurs/ind74/20141007/effet\\_CICE.xls](http://www.insee.fr/fr/indicateurs/ind74/20141007/effet_CICE.xls)
- Historical data are available on the BDM website: [G1159](#), [G1160](#)
- Press contact: [bureau-de-presse@insee.fr](mailto:bureau-de-presse@insee.fr)  Follow us on [Twitter](#) @InseeFr\_News

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