

# Informations *Rapides*

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## ■ Revised index of hourly labour cost - all employees – First quarter of 2015

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 1<sup>st</sup>, 2014, then to 7.5% in overseas departments only since January 1<sup>st</sup>, 2015. 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 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, then to 7.5% in overseas departments only from January 1<sup>st</sup> 2015. 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.

#### ICHTrev-TS - Costs

base 100 in Dec. 2008

|                                                                      | Jan-2015 | Feb-2015 | Mar-2015 | Apr-2015 |
|----------------------------------------------------------------------|----------|----------|----------|----------|
| Mechanical and electrical industries                                 | 114.3    | 114.6    | 114.9    | 115.1    |
| Mining and quarrying                                                 | 113.8    | 113.7    | 113.5    | na       |
| Manufacturing                                                        | 113.2    | 113.4    | 113.6    | na       |
| Electricity, gas, steam and air conditioning supply                  | 107.0    | 107.1    | 107.1    | na       |
| Water supply; sewerage, waste management and remediation act.        | 107.7    | 107.8    | 107.8    | na       |
| Construction                                                         | 109.9    | 110.0    | 110.1    | na       |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 109.5    | 109.6    | 109.7    | na       |
| Transportation and storage                                           | 107.9    | 107.9    | 108.0    | na       |
| Accommodation and food service activities                            | 111.3    | 111.5    | 111.6    | na       |
| Information and communication                                        | 111.7    | 111.9    | 112.1    | na       |
| Financial and insurance activities                                   | 111.1    | 111.3    | 111.5    | na       |
| Real estate activities                                               | 114.4    | 114.5    | 114.7    | na       |
| Professional, scientific and technical activities                    | 109.3    | 109.6    | 109.9    | na       |
| Administrative and support service activities                        | 114.5    | 114.6    | 114.7    | na       |

na = not available Sources: Acoess, 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

|                                                                      | Jan-2015 | Feb-2015 | Mar-2015 |
|----------------------------------------------------------------------|----------|----------|----------|
| Mechanical and electrical industries                                 | 98.6     | 98.6     | 98.6     |
| Mining and quarrying                                                 | 98.3     | 98.3     | 98.3     |
| 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 act.        | 98.2     | 98.2     | 98.2     |
| Construction                                                         | 98.0     | 98.0     | 98.0     |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 97.9     | 97.9     | 97.9     |
| Transportation and storage                                           | 97.2     | 97.2     | 97.2     |
| 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                    | 98.9     | 98.9     | 98.9     |
| Administrative and support service activities                        | 97.0     | 97.0     | 97.0     |

Sources: Acoess, 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](mailto:bureau-de-presse@insee.fr)



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