

# Informations *Rapides*

11 janvier 2016 - n° 4



## ■ Revised index of hourly labour cost - all employees – Third 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 increased from 4% to 6% on January 1<sup>st</sup> 2014, then to 7.5%, in overseas departments only, on 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. On January 1<sup>st</sup> 2014, the rate of exoneration of the CICE increased from 4% to 6% of wages lower than 2.5 minimum wages and then increased to 7.5%, in overseas departments only, on 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 is spread over the whole year.

#### ICHTrev-TS - Costs

base 100 in Dec. 2008

	July 2015	August 2015	Sept. 2015	Oct. 2015
Mechanical and electrical industries	115.5	115.6	115.7	115.8
Mining and quarrying	115.0	115.0	115.0	na
Manufacturing	114.0	114.1	114.2	na
Electricity, gas, steam and air conditioning supply	107.7	107.8	107.9	na
Water supply; sewerage, waste management and remediation act.	107.8	107.8	107.8	na
Construction	110.0	110.0	110.1	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	109.9	110.0	110.1	na
Transportation and storage	108.0	108.1	108.1	na
Accommodation and food service activities	111.4	111.4	111.3	na
Information and communication	112.7	112.8	113.0	na
Financial and insurance activities	111.9	112.0	112.2	na
Real estate activities	115.5	115.7	116.0	na
Professional, scientific and technical activities	110.2	110.3	110.4	na
Administrative and support service activities	114.8	114.8	114.9	na

Field: non-agricultural market sector excluding household services  
na = not available Sources: ACOSS, DARES, INSEE

#### The index of employer contributions

An index of employer contributions has also been published from April 2010 on (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, relative to gross salary (see *methodological note*).

The CICE affects the index of employer contributions.


#### ICHTrev-TS - Employer contributions

base 100 in Dec. 2008

	July 2015	August 2015	Sept. 2015
Mechanical and electrical industries	98.4	98.4	98.4
Mining and quarrying	97.7	97.7	97.7
Manufacturing	98.0	98.0	98.0
Electricity, gas, steam and air conditioning supply	98.7	98.7	98.7
Water supply; sewerage, waste management and remediation act.	97.7	97.7	97.7
Construction	97.5	97.5	97.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.4	97.4	97.4
Transportation and storage	96.7	96.7	96.7
Accommodation and food service activities	96.7	96.7	96.7
Information and communication	99.0	99.0	99.0
Financial and insurance activities	99.1	99.1	99.1
Real estate activities	98.5	98.5	98.5
Professional, scientific and technical activities	98.7	98.7	98.7
Administrative and support service activities	96.3	96.3	96.3

Field: non-agricultural market sector excluding household services  
Sources: ACOSS, DARES, INSEE

#### For more information:

- Supplementary data (methodology, long time series, etc.) are available on the web page of the revised index of hourly labour cost: <http://www.insee.fr/en/themes/indicateur.asp?id=74>
- The effect of the CICE is available here: [http://www.insee.fr/en/indicateurs/ind74/20160111/effet\\_CICE.xls](http://www.insee.fr/en/indicateurs/ind74/20160111/effet_CICE.xls)
- Historical data are available on the BDM website: [G1159, G1160](https://www.bdm.fr/)
- Press contact: [bureau-de-presse@insee.fr](mailto:bureau-de-presse@insee.fr)  Follow us on Twitter @InseeFr\_News

Next publication: early April 2016