

Informations *Rapides*

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

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. On January 1st 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 1st 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.

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 - Costs

base 100 in Dec. 2008

	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016
Mechanical and electrical industries	115.8	116.0	116.2	116.3
Mining and quarrying	115.0	115.0	115.0	na
Manufacturing	114.3	114.5	114.6	na
Electricity, gas, steam and air conditioning supply	108.0	108.1	108.3	na
Water supply; sewerage, waste management and remediation act.	107.9	108.0	108.1	na
Construction	110.1	110.2	110.3	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	110.2	110.2	110.3	na
Transportation and storage	108.1	108.1	108.2	na
Accommodation and food service activities	111.3	111.3	111.3	na
Information and communication	113.1	113.3	113.4	na
Financial and insurance activities	112.4	112.6	112.8	na
Real estate activities	116.3	116.7	117.0	na
Professional, scientific and technical activities	110.6	110.7	110.9	na
Administrative and support service activities	114.8	114.8	114.7	na

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


ICHTrev-TS - Employer contributions

base 100 in Dec. 2008

	Oct. 2015	Nov. 2015	Dec. 2015
Mechanical and electrical industries	98.3	98.3	98.3
Mining and quarrying	97.5	97.5	97.5
Manufacturing	97.9	97.9	97.9
Electricity, gas, steam and air conditioning supply	98.6	98.6	98.6
Water supply; sewerage, waste management and remediation act.	97.5	97.5	97.5
Construction	97.3	97.3	97.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.3	97.3	97.3
Transportation and storage	96.5	96.5	96.5
Accommodation and food service activities	96.5	96.5	96.5
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	95.9	95.9	95.9

Scope: 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
- 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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