

# Informations *Rapides*

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## ■ Revised index of hourly labour cost - all employees – First quarter of 2016

### 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. In overseas departments only, the exoneration rate rose to 7.5% on January 1<sup>st</sup> 2015 then to 9% on January 1<sup>st</sup> 2016. Since the ICHTrev-TS is an index smoothed over a four-quarter period, the effect of an increase in 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 - Labour costs

base 100 in Dec. 2008

	Jan. 2016	Feb. 2016	Mar. 2016	Apr. 2016
<b>Mechanical and electrical industries</b>	<b>116.3</b>	<b>116.6</b>	<b>116.8</b>	<b>117.1</b>
Mining and quarrying	115.1	115.2	115.3	na
Manufacturing	114.8	115.1	115.3	na
Electricity, gas, steam and air conditioning supply	108.4	108.6	108.8	na
Water supply; sewerage, waste management and remediation act.	108.2	108.3	108.5	na
Construction	110.7	111.0	111.3	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	110.5	110.8	111.0	na
Transportation and storage	108.3	108.4	108.5	na
Accommodation and food service activities	111.5	111.7	111.9	na
Information and communication	113.6	113.8	114.0	na
Financial and insurance activities	113.2	113.6	113.9	na
Real estate activities	117.5	117.9	118.4	na
Professional, scientific and technical activities	111.2	111.4	111.7	na
Administrative and support service activities	114.8	114.9	115.0	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

	Jan. 2016	Feb. 2016	Mar. 2016
<b>Mechanical and electrical industries</b>	<b>98.4</b>	<b>98.4</b>	<b>98.4</b>
Mining and quarrying	97.6	97.6	97.6
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.	97.6	97.6	97.6
Construction	97.6	97.6	97.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.5	97.5	97.5
Transportation and storage	96.6	96.6	96.6
Accommodation and food service activities	96.6	96.6	96.6
Information and communication	99.1	99.1	99.1
Financial and insurance activities	99.2	99.2	99.2
Real estate activities	98.6	98.6	98.6
Professional, scientific and technical activities	98.8	98.8	98.8
Administrative and support service activities	96.1	96.1	96.1

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/ind74/20160708/effet\\_CICE.xls](http://www.insee.fr/en/indicateurs/ind74/20160708/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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