

Informations *Rapides*

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■ Revised index of hourly labour cost - all employees – Second 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 1st January 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 1st January 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 1st January 2015 then to 9% on 1st January 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

	Apr. 2016	May. 2016	Jun. 2016	Jul. 2016
Mechanical and electrical industries	117.1	117.3	117.5	117.7
Mining and quarrying	114.8	114.3	113.8	na
Manufacturing	115.5	115.6	115.8	na
Electricity, gas, steam and air conditioning supply	109.1	109.4	109.7	na
Water supply; sewerage, waste management and remediation act.	108.6	108.6	108.7	na
Construction	111.5	111.7	111.9	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	111.2	111.3	111.5	na
Transportation and storage	108.6	108.7	108.9	na
Accommodation and food service activities	111.9	111.9	111.9	na
Information and communication	114.2	114.4	114.5	na
Financial and insurance activities	114.2	114.4	114.6	na
Real estate activities	118.7	119.0	119.3	na
Professional, scientific and technical activities	111.9	112.1	112.3	na
Administrative and support service activities	115.1	115.1	115.2	na

na = not available

Scope: non-agricultural market sector excluding household services

Sources: ACOSS, DARES, INSEE

ICHTrev-TS - Employer contributions


base 100 in Dec. 2008

	Apr. 2016	May. 2016	Jun. 2016
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	97.8	97.8	97.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.5	97.5	97.5
Transportation and storage	96.5	96.5	96.5
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	98.7	98.7	98.7
Professional, scientific and technical activities	98.7	98.7	98.7
Administrative and support service activities	96.2	96.2	96.2

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/ind74/20161007/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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