

Informations *Rapides*

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■ Revised index of hourly labour cost - all employees – Fourth 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 the 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.

ICHTrev-TS – Total labour cost

base 100 in Dec. 2008

	Oct. 2016	Nov. 2016	Dec. 2016	Jan. 2017
Mechanical and electrical industries	118.1	118.3	118.4	118.5
Mining and quarrying	114.4	114.6	114.8	na
Manufacturing	116.2	116.3	116.3	na
Electricity, gas, steam and air conditioning supply	110.6	110.9	111.1	na
Water supply; sewerage, waste management and remediation activities	109.1	109.2	109.3	na
Construction	113.0	113.2	113.4	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	112.0	112.1	112.2	na
Transportation and storage	109.2	109.3	109.4	na
Accommodation and food service activities	112.1	112.2	112.3	na
Information and communication	115.2	115.3	115.3	na
Financial and insurance activities	115.1	115.2	115.3	na
Real estate activities	120.5	120.9	121.3	na
Professional, scientific and technical activities	112.8	112.8	112.9	na
Administrative and support service activities	115.1	115.2	115.2	na

Scope: non-agricultural market sector excluding services to households; 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

	Oct. 2016	Nov. 2016	Dec. 2016
Mechanical and electrical industries	98.2	98.2	98.2
Mining and quarrying	97.4	97.4	97.4
Manufacturing	97.8	97.8	97.8
Electricity, gas, steam and air conditioning supply	98.5	98.5	98.5
Water supply; sewerage, waste management and remediation activities	97.3	97.3	97.3
Construction	98.1	98.1	98.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.5	97.5	97.5
Transportation and storage	96.4	96.4	96.4
Accommodation and food service activities	96.6	96.6	96.6
Information and communication	98.8	98.8	98.8
Financial and insurance activities	98.9	98.9	98.9
Real estate activities	98.7	98.7	98.7
Professional, scientific and technical activities	98.6	98.6	98.6
Administrative and support service activities	96.1	96.1	96.1

Scope: non-agricultural market sector excluding services to households

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: <https://www.insee.fr/en/statistiques?debut=0&idprec=2148141&theme=30&conjoncture=36>
- The effect of the CICE is available in the file *effet CICE.xls* provided in the additional data set online.
- Historical data are available on the BDM website: [G1159](#), [G1160](#)
- Press contact: bureau-de-presse@insee.fr



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