

Informations

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■ Revised index of hourly labour cost - all employees – Fourth quarter of 2017

Warnings:

- As of 1st January 2017, the rate of the tax credit for encouraging competitiveness and jobs (CICE) in metropolitan France has increased from 6% to 7%. The rate remains at 9% in overseas departments.
- Hirings after 1st July 2017 are no longer entitled to the hiring premium measure in SMEs.

The all employees-revised index of hourly labour cost - (ICHTrev-TS); both a cost index and an index of employer contributions

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.

The tax credit for encouraging competitiveness and jobs (CICE) has been included in the computation of the ICHTrev-TS as a subsidy received by employers since its implementation on 1st January 2013. On 1st January 2017, the CICE rate increased from 6% to 7% wages lower than 2.5 minimum wage in metropolitan France. The rate remains at 9% in overseas departments. Since the ICHTrev-TS is an index smoothed over a four-quarter period, the impact of an increase in the CICE rate on the change in the index is spread over the whole year.

ICHTrev-TS - Cost

base 100 in Dec. 2008

	Oct. 2017	Nov. 2017	Dec. 2017	Jan. 2018
Mechanical and electrical industries	119.7	119.9	120.0	120.2
Mining and quarrying	116.5	116.7	116.8	na
Manufacturing	117.6	117.8	117.9	na
Electricity, gas, steam and air conditioning supply	113.8	114.0	114.3	na
Water supply; sewerage, waste management and remediation activities	110.4	110.5	110.7	na
Construction	115.4	115.7	116.0	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	113.1	113.2	113.4	na
Transportation and storage	109.5	109.5	109.6	na
Accommodation and food service activities	112.3	112.5	112.7	na
Information and communication	117.2	117.5	117.8	na
Financial and insurance activities	117.0	117.3	117.6	na
Real estate activities	125.0	125.4	125.9	na
Professional, scientific and technical activities	114.5	114.7	114.9	na
Administrative and support service activities	115.2	115.4	115.5	na

Scope: non-agricultural market sector excluding services to households

na: not available

Sources: ACOSS, DARES, INSEE

Index of employer contributions

The index of employer contributions has been published since April 2010 (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. 2017	Nov. 2017	Dec. 2017
Mechanical and electrical industries	97.7	97.7	97.7
Mining and quarrying	96.9	96.9	96.9
Manufacturing	97.3	97.3	97.3
Electricity, gas, steam and air conditioning supply	98.2	98.2	98.2
Water supply; sewerage, waste management and remediation activities	96.7	96.7	96.7
Construction	97.7	97.7	97.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	96.7	96.7	96.7
Transportation and storage	95.6	95.6	95.6
Accommodation and food service activities	95.9	95.9	95.9
Information and communication	98.4	98.4	98.4
Financial and insurance activities	98.5	98.5	98.5
Real estate activities	98.5	98.5	98.5
Professional, scientific and technical activities	98.1	98.1	98.1
Administrative and support service activities	95.1	95.1	95.1

Scope: non-agricultural market sector excluding services to households

Sources: ACOSS, DARES, INSEE

For more information

- Extra 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 CICE is available in the online file *effet CICE.xls* provided in the additional data set.
- Historical data are available on the BDM website: <https://www.insee.fr/en/statistiques/series/103167938>
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