

Insee Informations Rapides



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Hourly labour cost index - third quarter 2018

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

PLEASE NOTE:

Erratum January 14, 2019 : this issue of « Informations Rapides » supersedes the previous one published on January 10 at 12 am, the numbers on the work cost in the first table have been fixed.

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 2018, the CICE rate decreased from 7% to 6% for 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.

figure1ICHTrev-TS – Cost

base 100 in Dec. 2008

	Jul. 2018	Aug. 2018	Sep. 2018	Oct. 2018
Mechanical and electrical industries	122.0	122.2	122.5	122.7
Mining and quarrying	120.5	120.9	121.4	na
Manufacturing	119.6	119.9	120.1	na
Electricity, gas, steam and air conditioning supply	115.9	116.1	116.3	na
Water supply; sewerage, waste management and remediation activities	112.4	112.7	112.9	na
Construction	117.8	118.1	118.4	na
Wholesale and retail trade; repair of motor vehicles and motorcycles	115.2	115.5	115.8	na
Transportation and storage	111.2	111.4	111.7	na
Accommodation and food service activities	115.0	115.4	115.7	na
Information and communication	119.9	120.2	120.5	na
Financial and insurance activities	119.6	119.9	120.1	na
Real estate activities	128.6	129.0	129.3	na
Professional, scientific and technical activities	116.8	117.1	117.4	na
Administrative and support service activities	117.6	117.9	118.2	na

na: not available

Scope: non-agricultural market sector excluding services to households

Sources : Acoess, 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.

figure2ICTrev-TS - Employer contributions

base 100 in Dec. 2008

	Jul. 2018	Aug. 2018	Sep. 2018
Mechanical and electrical industries	98.1	98.1	98.1
Mining and quarrying	97.4	97.4	97.4
Manufacturing	97.7	97.7	97.7
Electricity, gas, steam and air conditioning supply	98.4	98.4	98.4
Water supply; sewerage, waste management and remediation activities	97.2	97.2	97.2
Construction	98.3	98.3	98.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	97.4	97.4	97.4
Transportation and storage	96.1	96.1	96.1
Accommodation and food service activities	96.9	96.9	96.9
Information and communication	98.7	98.7	98.7
Financial and insurance activities	98.8	98.8	98.8
Real estate activities	98.9	98.9	98.9
Professional, scientific and technical activities	98.5	98.5	98.5
Administrative and support service activities	95.9	95.9	95.9

Scope: non-agricultural market sector excluding services to households

Sources : Acoess, Dares, Insee

For further information

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