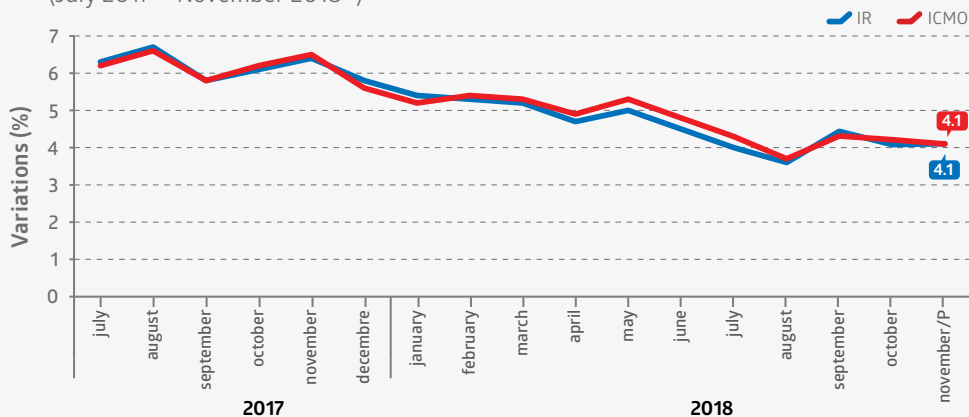


- A year-on-year variation of **4.1%** was observed in both the Nominal Earning Index (IR) and the Nominal Labour Costs Index (ICMO).
- Commerce, manufacturing, and construction had the greatest positive year-on-year impacts on both indicators.

## Development of the Nominal Earning Index and Nominal Labour Costs Index Base year: 2016=100

Twelve-month variations\*  
(July 2017 – November 2018/P)



In November 2018, the twelve-month variations of the Nominal Earnings Index (IR) and the Nominal Labour Costs Index (ICMO) were both 4.1%. By economic sector, commerce, manufacturing, and construction had the greatest positive impacts on the IR and ICMO. The real IR increased 1.3% year on year. The cumulative variation of the indicator was 0.7%.

According to the size of the company<sup>1</sup>, the greatest year-on-year variations in the IR and ICMO were in medium-size companies (5.4% in the IR and 5.2% in the ICMO). Following in influence were large companies (3.9% in the IR and 4.1% in the ICMO) and small companies (3.2% in the IR and 2.9% in the ICMO).

A twelve-month decrease of 0.5% was observed in both total working hours and normal working hours. In contrast, overtime increased 0.1%.

The normal average remuneration per normal hour stood at \$4,762. For women, this figure was \$4,428, and for men, it was \$5,050.

The gap according to gender in average remuneration for normal working hour was -12.3%, and the gap in labour costs per total hour was -12.7%.

## Development of the seasonally adjusted spliced series

The seasonally adjusted spliced series<sup>2</sup> of the IR and ICMO increased 0.5% and 0.4%, respectively, compared to the previous month. In the same period, a monthly increase of 0.3% was observed in the seasonally adjusted real IR.

## November 2018

Indices<sup>/P</sup>  
Base year 2016=100

### IR

Index	112.17
Monthly variation*	0.6
Monthly variation SA**	0.5
12-month variation	4.1

### ICMO

Index	112.27
Monthly variation*	0.5
Monthly variation SA**	0.4
12-month variation	4.1

### IR real

Index	93.81
Monthly variation*	0.6
Monthly variation SA**	0.3
12-month variation	1.3

### Average normal remuneration per normal hour<sup>/P</sup>

#### Normal Hourly Earnings

Value	\$4,762
Monthly variation*	0.3
Cumulative variation***	3.6
12-month variation	4.0

#### Women

Value	\$4,428
Monthly variation*	0.1
Cumulative variation***	3.8
12-month variation	4.4

#### Men

Value	\$5,050
Monthly variation*	0.4
Cumulative variation***	3.5
12-month variation	3.6

(\*) The monthly variation is not seasonally adjusted.

(\*\*) Seasonally adjusted monthly variation

(\*\*\*) Cumulative variation from December of the previous year

/P: Provisional figures

(1) Size of company according to the number of workers: small (5 to 49 workers), medium-size (50 to 199 workers), and large (200 or more workers)

(2) See the supplement, "Desestacionalización de las series IR-ICMO nominal e IR real, base promedio año 2016=100" [Seasonal adjustment of the nominal IR-ICMO and real IR series, base: annual average 2016=100], November 2018.

## Main Indicators

Commerce had the greatest positive year-on-year impact on the IR and ICMO. The impact of commerce was driven by the growth of large, medium-size, and small companies, in descending order of influence. In this sector, professionals, clerical support workers, and officials and managers were the most influential occupational groups.

Manufacturing had the second greatest positive year-on-year impact on the IR and the ICMO. The impact of manufacturing can be attributed to large, small, and medium-size companies. The most influential occupational groups in the results were craft and related trades workers, officials and managers, technical workers, and machine operators.

Construction had the third greatest positive twelve-month impact on the IR and the ICMO. The impacts were driven by large, medium-size, and small companies, in descending order of influence. The most influential occupational groups were craft and related trades workers, professionals, elementary occupations, and officials and managers.

Administrative and support services had the fourth greatest positive year-on-year impact on both the IR and the ICMO. The increase can be attributed to large, small, and medium-size companies, in descending order of influence. The occupational groups that drove the growth in the sector were elementary occupations, technical workers, and clerical support workers.

### ■ Index of Nominal Earnings and the Index of Nominal Labour Costs. according to economic activity base year 2016=100

November 2018<sup>/P</sup>

Economic Activity (*)	IR			ICMO		
	Monthly index	12-month variation (%)	12-month impact**	Monthly index	12-month variation (%)	12-month impact**
Mining	108.41	3.4	0.201	109.79	3.9	0.230
Manufacturing	112.19	4.7	0.598	113.50	5.1	0.662
Electricity and gas supply	112.32	6.8	0.064	109.90	4.7	0.045
Water supply; sewerage, waste management and remediation	111.91	3.5	0.017	114.46	4.2	0.021
Construction	116.59	5.3	0.577	115.81	4.6	0.512
Commerce	115.59	4.8	0.720	114.69	4.6	0.692
Transport and storage	111.31	5.1	0.295	110.96	3.7	0.229
Accommodation and food service activities	112.48	4.2	0.090	113.57	4.4	0.094
Information and communication	106.22	1.0	0.037	106.14	1.5	0.053
Financial and insurance activities	108.24	1.3	0.114	108.35	1.5	0.120
Real Estate activities	113.27	4.5	0.041	113.56	4.8	0.043
Professional, scientific, and technical activities	109.88	3.4	0.210	110.26	3.4	0.208
Administrative and support service activities	110.09	6.6	0.436	110.27	6.5	0.450
Public administration	111.36	2.5	0.159	110.26	2.5	0.149
Education	114.06	3.3	0.297	114.07	3.4	0.292
Human health and social work activities	113.48	5.3	0.230	115.16	6.1	0.268
Arts, entertainment, and recreation	106.38	3.8	0.022	107.60	5.2	0.030

(\*) CIU4.CL 2012. Chilean Classification for Economic Activities

(\*\*) The total impacts are equal to the monthly variation in the IR and the ICMO and may vary if a larger number of decimals are used in the calculation.

/P: Provisional figures

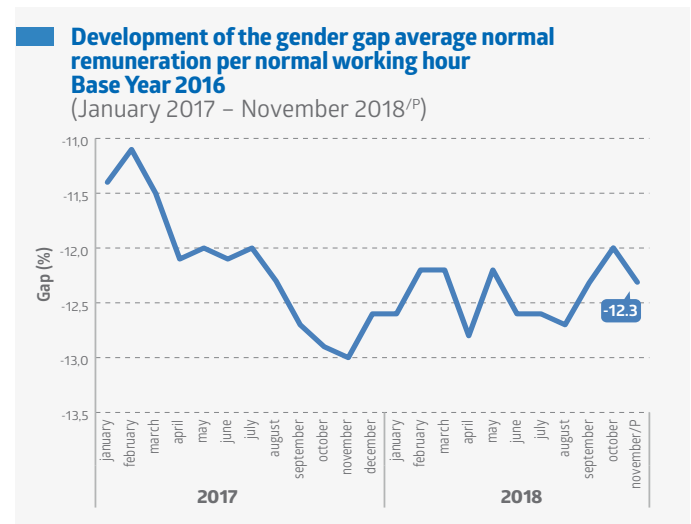
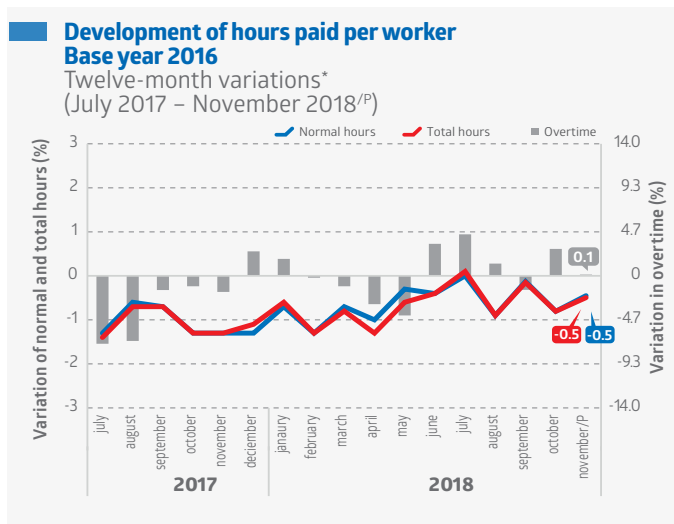
# Analytical Indicators

By occupational group, professionals had the greatest positive year-on-year impact on the IR and the ICMO (1.094 percentage points (pp) and 1.074 pp, respectively). Following in impact were the groups clerical support workers (0.566 pp in the IR and 0.597 pp in the ICMO) and craft and related trades workers (0.560 pp on the IR and 0.546 on the ICMO). Normal working hours per worker decreased 0.5% year on year as a result of the lower impacts of the sectors commerce, manufacturing, and education and the occupational groups craft and related trades workers, machine operators, and elementary occupations. In contrast, overtime per worker rose 0.1%. The rise can mainly be attributed to the positive impacts of the sectors commerce, accommodation and food service, and manufacturing and to the occupa-

tional groups sales workers, elementary occupations, and technical workers.

The normal remuneration per average normal hour was \$4,762, increasing 4.0% in twelve months. This figure for women was \$4,428, which represents a twelve-month increase of 4.4%. For men, the figure was \$5,050, a twelve-month increase of 3.6%. The gap according to gender of the normal remunerations per normal hour was -12.3%.

The labour cost per average total hour was \$5,464, a year-on-year increase of 4.5%. This figure for women was \$5,071, a year-on-year increase of 4.7%. For men, the figure was \$5,807, an increase of 4.3% in the same period. The gender gap of average labour costs per total hour was -12.7%.



## Principal rectifications of the period<sup>3</sup>

October 2018

No rectifications were made in the Nominal Earnings Index or the nominal Labour Costs Index during the period.

(3) See "Política de rectificación de cifras de la encuesta mensual de remuneraciones y costo de la mano de obra" [Policy for the rectification of figures of the survey of monthly earnings and labor costs], November 2018.

/P Provisional figure

## Glossary

- **Gap compared to the general average, according to gender:** is the percentage difference between men and women in comparison with the general average of the estimates of normal remunerations per normal working hour and costs per total working hour.
- **Gap according to gender:** is the percentage difference between women and men in the estimates of normal remunerations per normal working hour and costs per total working hour.
- **Labour cost:** is the sum of the remunerations and the costs of the employer for extraordinary remunerations, reimbursement of worker expenses, employer contributions, welfare services for personnel, training, and other costs of labour. Severance payments and non-monthly payments are excluded.
- **Nominal Earning Index (IR):** measures the monthly change of normal remunerations, per normal working hour, paid to workers contracted by companies and institutions.
- **Nominal Labour Costs Index (ICMO):** measures the monthly change in the cost of the labour per total working hour paid (i.e., the expenses incurred by companies to maintain their workers).
- **Normal working hour:** is the normal working time paid by the company to the workers during the month for services rendered in accord with the contract.
- **Real IR:** measures the monthly change in remuneration per normal working hour paid to workers contracted by companies and institutions. The index is deflated by the Consumer Price Index (CPI).
- **Remuneration:** is a set of considerations in cash and in cash-valued species that workers receive from their employer through a contract of employment for their work or function. It excludes payments of the employer that are reimbursements of expenses incurred by workers in carrying out their jobs, such as expenses for transport or meals.
- **Total working hours:** is the sum of the normal working hours and overtime paid by the company to workers during the month for rendering services in accord with the contract.