

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3280100: transport urbain et régional de la région flamande

En vigueur au 01/01/2023 (Dernière actualisation de la page 20/12/2023)

Indexation de 2 % en 1/2023.

En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

### 1. : SERVICES TECHNIQUES

#### 1.1. : PARTIE 1

| Ancienneté | Catégorie   |             |             |             |             |             |             |             |             |             |             |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|            | CL.1        | CL.1        | CL.2        | CL.2        | CL.3        | CL.3        | CL.4        | CL.4        | CL.5        | CL.5        | CL.5        |
|            | 11.1        | 11.2        | 12.1        | 12.2        | 13.1        | 13.2        | 14.1        | 14.2        | 15.1        | 15.2        | 15.3        |
| 0A         | 14.7<br>497 | 15.0<br>583 | 15.7<br>006 | 16.0<br>092 | 16.6<br>512 | 16.9<br>595 | 17.4<br>736 | 17.7<br>822 | 18.2<br>955 | 18.6<br>040 | 18.9<br>122 |
| 0B         | 14.7<br>497 | 15.0<br>583 | 15.7<br>006 | 16.0<br>092 | 16.6<br>512 | 16.9<br>595 | 17.4<br>736 | 17.7<br>822 | 18.2<br>955 | 18.6<br>040 | 18.9<br>122 |
| 1          | 14.7<br>497 | 15.0<br>583 | 15.7<br>006 | 16.0<br>092 | 16.6<br>512 | 16.9<br>595 | 17.4<br>736 | 17.7<br>822 | 18.2<br>955 | 18.6<br>040 | 18.9<br>122 |
| 2          | 14.7<br>497 | 15.0<br>583 | 15.7<br>006 | 16.0<br>092 | 16.6<br>512 | 16.9<br>595 | 17.4<br>736 | 17.7<br>822 | 18.2<br>955 | 18.6<br>040 | 18.9<br>122 |
| 3          | 14.7<br>497 | 15.0<br>583 | 15.7<br>006 | 16.0<br>092 | 16.6<br>512 | 16.9<br>595 | 17.4<br>736 | 17.7<br>822 | 18.2<br>955 | 18.6<br>040 | 18.9<br>122 |
| 4          | 14.8<br>885 | 15.2<br>004 | 15.8<br>496 | 16.1<br>616 | 16.8<br>109 | 17.1<br>229 | 17.6<br>422 | 17.9<br>536 | 18.4<br>737 | 18.7<br>850 | 19.0<br>963 |
| 5          | 14.8<br>885 | 15.2<br>004 | 15.8<br>496 | 16.1<br>616 | 16.8<br>109 | 17.1<br>229 | 17.6<br>422 | 17.9<br>536 | 18.4<br>737 | 18.7<br>850 | 19.0<br>963 |
| 6          | 15.1<br>663 | 15.4<br>848 | 16.1<br>482 | 16.4<br>666 | 17.1<br>301 | 17.4<br>483 | 17.9<br>788 | 18.2<br>979 | 18.8<br>285 | 19.1<br>466 | 19.4<br>647 |
| 7          | 15.1<br>663 | 15.4<br>848 | 16.1<br>482 | 16.4<br>666 | 17.1<br>301 | 17.4<br>483 | 17.9<br>788 | 18.2<br>979 | 18.8<br>285 | 19.1<br>466 | 19.4<br>647 |
| 8          | 15.4<br>442 | 15.7<br>689 | 16.4<br>465 | 16.7<br>721 | 17.4<br>491 | 17.7<br>744 | 18.3<br>163 | 18.6<br>411 | 19.1<br>834 | 19.5<br>088 | 19.8<br>339 |
| 9          | 15.4<br>442 | 15.7<br>689 | 16.4<br>465 | 16.7<br>721 | 17.4<br>491 | 17.7<br>744 | 18.3<br>163 | 18.6<br>411 | 19.1<br>834 | 19.5<br>088 | 19.8<br>339 |
| 10         | 15.7<br>220 | 16.0<br>542 | 16.7<br>451 | 17.0<br>770 | 17.7<br>685 | 18.1<br>004 | 18.6<br>540 | 18.9<br>852 | 19.5<br>385 | 19.8<br>704 | 20.2<br>023 |
| 11         | 15.7<br>220 | 16.0<br>542 | 16.7<br>451 | 17.0<br>770 | 17.7<br>685 | 18.1<br>004 | 18.6<br>540 | 18.9<br>852 | 19.5<br>385 | 19.8<br>704 | 20.2<br>023 |
| 12         | 15.8<br>689 | 16.2<br>040 | 16.9<br>032 | 17.2<br>384 | 17.9<br>376 | 18.2<br>729 | 18.8<br>322 | 19.1<br>669 | 19.7<br>265 | 20.0<br>622 | 20.3<br>977 |
| 13         | 15.8<br>689 | 16.2<br>040 | 16.9<br>032 | 17.2<br>384 | 17.9<br>376 | 18.2<br>729 | 18.8<br>322 | 19.1<br>669 | 19.7<br>265 | 20.0<br>622 | 20.3<br>977 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 16.0<br>161 | 16.3<br>550 | 17.0<br>609 | 17.3<br>999 | 18.1<br>065 | 18.4<br>457 | 19.0<br>106 | 19.3<br>495 | 19.9<br>148 | 20.2<br>534 | 20.5<br>928 |
| 15 | 16.0<br>161 | 16.3<br>550 | 17.0<br>609 | 17.3<br>999 | 18.1<br>065 | 18.4<br>457 | 19.0<br>106 | 19.3<br>495 | 19.9<br>148 | 20.2<br>534 | 20.5<br>928 |
| 16 | 16.1<br>627 | 16.5<br>060 | 17.2<br>196 | 17.5<br>616 | 18.2<br>757 | 18.6<br>180 | 19.1<br>890 | 19.5<br>317 | 20.1<br>024 | 20.4<br>454 | 20.7<br>880 |
| 17 | 16.1<br>627 | 16.5<br>060 | 17.2<br>196 | 17.5<br>616 | 18.2<br>757 | 18.6<br>180 | 19.1<br>890 | 19.5<br>317 | 20.1<br>024 | 20.4<br>454 | 20.7<br>880 |
| 18 | 16.3<br>101 | 16.6<br>563 | 17.3<br>775 | 17.7<br>239 | 18.4<br>451 | 18.7<br>908 | 19.3<br>673 | 19.7<br>135 | 20.2<br>907 | 20.6<br>366 | 20.9<br>826 |
| 19 | 16.3<br>101 | 16.6<br>563 | 17.3<br>775 | 17.7<br>239 | 18.4<br>451 | 18.7<br>908 | 19.3<br>673 | 19.7<br>135 | 20.2<br>907 | 20.6<br>366 | 20.9<br>826 |
| 20 | 16.4<br>575 | 16.8<br>069 | 17.5<br>357 | 17.8<br>854 | 18.6<br>138 | 18.9<br>632 | 19.5<br>470 | 19.8<br>964 | 20.4<br>791 | 20.8<br>282 | 21.1<br>776 |
| 21 | 16.4<br>575 | 16.8<br>069 | 17.5<br>357 | 17.8<br>854 | 18.6<br>138 | 18.9<br>632 | 19.5<br>470 | 19.8<br>964 | 20.4<br>791 | 20.8<br>282 | 21.1<br>776 |
| 22 | 16.6<br>045 | 16.9<br>579 | 17.6<br>935 | 18.0<br>470 | 18.7<br>833 | 19.1<br>357 | 19.7<br>254 | 20.0<br>786 | 20.6<br>668 | 21.0<br>203 | 21.3<br>737 |
| 23 | 16.6<br>045 | 16.9<br>579 | 17.6<br>935 | 18.0<br>470 | 18.7<br>833 | 19.1<br>357 | 19.7<br>254 | 20.0<br>786 | 20.6<br>668 | 21.0<br>203 | 21.3<br>737 |
| 24 | 16.7<br>516 | 17.1<br>087 | 17.8<br>522 | 18.2<br>084 | 18.9<br>520 | 19.3<br>087 | 19.9<br>034 | 20.2<br>607 | 20.8<br>549 | 21.2<br>121 | 21.5<br>689 |
| 25 | 16.7<br>516 | 17.1<br>087 | 17.8<br>522 | 18.2<br>084 | 18.9<br>520 | 19.3<br>087 | 19.9<br>034 | 20.2<br>607 | 20.8<br>549 | 21.2<br>121 | 21.5<br>689 |
| 26 | 16.8<br>987 | 17.2<br>594 | 18.0<br>101 | 18.3<br>707 | 19.1<br>211 | 19.4<br>816 | 20.0<br>819 | 20.4<br>424 | 21.0<br>433 | 21.4<br>035 | 21.7<br>638 |
| 27 | 16.8<br>987 | 17.2<br>594 | 18.0<br>101 | 18.3<br>707 | 19.1<br>211 | 19.4<br>816 | 20.0<br>819 | 20.4<br>424 | 21.0<br>433 | 21.4<br>035 | 21.7<br>638 |
| 28 | 17.0<br>457 | 17.4<br>101 | 18.1<br>678 | 18.5<br>323 | 19.2<br>902 | 19.6<br>541 | 20.2<br>609 | 20.6<br>249 | 21.2<br>311 | 21.5<br>952 | 21.9<br>593 |
| 29 | 17.1<br>928 | 17.5<br>605 | 18.3<br>259 | 18.6<br>941 | 19.4<br>591 | 19.8<br>271 | 20.4<br>401 | 20.8<br>064 | 21.4<br>193 | 21.7<br>864 | 22.1<br>540 |

## 1.2. : PARTIE 2

| Ancie<br>nneté | Catégorie                             |                                       |                                     |                                             |                                        |                                                |                                   |                                           |                                            |                                            |
|----------------|---------------------------------------|---------------------------------------|-------------------------------------|---------------------------------------------|----------------------------------------|------------------------------------------------|-----------------------------------|-------------------------------------------|--------------------------------------------|--------------------------------------------|
|                | 0.1<br>Fem<br>mes<br>de<br>ména<br>ge | 0.2<br>Fem<br>mes<br>de<br>ména<br>ge | 2.1<br>Ouvri<br>ers<br>habit<br>uel | 2.2-<br>3.1<br>Ouvri<br>ers<br>habit<br>uel | 3.2<br>Ouvri<br>ers<br>spéci<br>alisés | 3.3-<br>4.1<br>Ouvri<br>ers<br>spéci<br>alisés | 4.2<br>Ouvri<br>ers<br>formé<br>s | 4.3-<br>5.1<br>Ouvri<br>ers<br>formé<br>s | 5.2<br>liers<br>ouvri<br>ers<br>formé<br>s | 5.3<br>liers<br>ouvri<br>ers<br>formé<br>s |
| 0A             | 14.63<br>47                           | 14.99<br>69                           | 15.79<br>93                         | 16.20<br>09                                 | 16.28<br>55                            | 16.52<br>16                                    | 16.92<br>12                       | 17.32<br>60                               | 17.74<br>26                                | 17.97<br>05                                |
| 0B             | 14.63<br>47                           | 14.99<br>69                           | 15.79<br>93                         | 16.20<br>09                                 | 16.28<br>55                            | 16.52<br>16                                    | 16.92<br>12                       | 17.32<br>60                               | 17.74<br>26                                | 17.97<br>05                                |
| 1              | 14.63<br>47                           | 14.99<br>69                           | 15.79<br>93                         | 16.20<br>09                                 | 16.28<br>55                            | 16.52<br>16                                    | 16.92<br>12                       | 17.32<br>60                               | 17.74<br>26                                | 17.97<br>05                                |
| 2              | 14.63<br>47                           | 14.99<br>69                           | 15.79<br>93                         | 16.20<br>09                                 | 16.28<br>55                            | 16.52<br>16                                    | 16.92<br>12                       | 17.32<br>60                               | 17.74<br>26                                | 17.97<br>05                                |
| 3              | 14.63<br>47                           | 14.99<br>69                           | 15.79<br>93                         | 16.20<br>09                                 | 16.28<br>55                            | 16.52<br>16                                    | 16.92<br>12                       | 17.32<br>60                               | 17.74<br>26                                | 17.97<br>05                                |
| 4              | 14.71<br>66                           | 15.08<br>06                           | 15.88<br>96                         | 16.29<br>40                                 | 16.37<br>93                            | 16.61<br>88                                    | 17.02<br>13                       | 17.42<br>85                               | 17.84<br>91                                | 18.07<br>90                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 14.71<br>66 | 15.08<br>06 | 15.88<br>96 | 16.29<br>40 | 16.37<br>93 | 16.61<br>88 | 17.02<br>13 | 17.42<br>85 | 17.84<br>91 | 18.07<br>90 |
| 6  | 14.82<br>45 | 15.19<br>23 | 16.00<br>95 | 16.41<br>85 | 16.50<br>48 | 16.74<br>83 | 17.15<br>48 | 17.56<br>65 | 17.99<br>12 | 18.22<br>26 |
| 7  | 14.82<br>45 | 15.19<br>23 | 16.00<br>95 | 16.41<br>85 | 16.50<br>48 | 16.74<br>83 | 17.15<br>48 | 17.56<br>65 | 17.99<br>12 | 18.22<br>26 |
| 8  | 14.93<br>31 | 15.30<br>42 | 16.12<br>98 | 16.54<br>31 | 16.62<br>98 | 16.87<br>68 | 17.28<br>78 | 17.70<br>40 | 18.13<br>23 | 18.36<br>72 |
| 9  | 14.93<br>31 | 15.30<br>42 | 16.12<br>98 | 16.54<br>31 | 16.62<br>98 | 16.87<br>68 | 17.28<br>78 | 17.70<br>40 | 18.13<br>23 | 18.36<br>72 |
| 10 | 15.04<br>12 | 15.41<br>59 | 16.25<br>01 | 16.66<br>70 | 16.75<br>53 | 17.00<br>63 | 17.42<br>14 | 17.84<br>05 | 18.27<br>38 | 18.51<br>11 |
| 11 | 15.04<br>12 | 15.41<br>59 | 16.25<br>01 | 16.66<br>70 | 16.75<br>53 | 17.00<br>63 | 17.42<br>14 | 17.84<br>05 | 18.27<br>38 | 18.51<br>11 |
| 12 | 15.14<br>94 | 15.52<br>84 | 16.37<br>00 | 16.79<br>16 | 16.88<br>04 | 17.13<br>54 | 17.55<br>39 | 17.97<br>83 | 18.41<br>59 | 18.65<br>56 |
| 13 | 15.14<br>94 | 15.52<br>84 | 16.37<br>00 | 16.79<br>16 | 16.88<br>04 | 17.13<br>54 | 17.55<br>39 | 17.97<br>83 | 18.41<br>59 | 18.65<br>56 |
| 14 | 15.25<br>80 | 15.64<br>03 | 16.49<br>00 | 16.91<br>63 | 17.00<br>57 | 17.26<br>47 | 17.68<br>79 | 18.11<br>53 | 18.55<br>75 | 18.79<br>96 |
| 15 | 15.25<br>80 | 15.64<br>03 | 16.49<br>00 | 16.91<br>63 | 17.00<br>57 | 17.26<br>47 | 17.68<br>79 | 18.11<br>53 | 18.55<br>75 | 18.79<br>96 |
| 16 | 15.36<br>62 | 15.75<br>22 | 16.61<br>03 | 17.03<br>99 | 17.13<br>09 | 17.39<br>39 | 17.82<br>15 | 18.25<br>35 | 18.69<br>93 | 18.94<br>44 |
| 17 | 15.36<br>62 | 15.75<br>22 | 16.61<br>03 | 17.03<br>99 | 17.13<br>09 | 17.39<br>39 | 17.82<br>15 | 18.25<br>35 | 18.69<br>93 | 18.94<br>44 |
| 18 | 15.47<br>41 | 15.86<br>41 | 16.73<br>09 | 17.16<br>46 | 17.25<br>62 | 17.52<br>33 | 17.95<br>44 | 18.39<br>06 | 18.84<br>14 | 19.08<br>82 |
| 19 | 15.47<br>41 | 15.86<br>41 | 16.73<br>09 | 17.16<br>46 | 17.25<br>62 | 17.52<br>33 | 17.95<br>44 | 18.39<br>06 | 18.84<br>14 | 19.08<br>82 |
| 20 | 15.58<br>33 | 15.97<br>61 | 16.85<br>11 | 17.28<br>89 | 17.38<br>15 | 17.65<br>20 | 18.08<br>83 | 18.52<br>81 | 18.98<br>28 | 19.23<br>24 |
| 21 | 15.58<br>33 | 15.97<br>61 | 16.85<br>11 | 17.28<br>89 | 17.38<br>15 | 17.65<br>20 | 18.08<br>83 | 18.52<br>81 | 18.98<br>28 | 19.23<br>24 |
| 22 | 15.69<br>10 | 16.08<br>77 | 16.97<br>12 | 17.41<br>27 | 17.50<br>70 | 17.78<br>18 | 18.22<br>16 | 18.66<br>59 | 19.12<br>48 | 19.37<br>65 |
| 23 | 15.69<br>10 | 16.08<br>77 | 16.97<br>12 | 17.41<br>27 | 17.50<br>70 | 17.78<br>18 | 18.22<br>16 | 18.66<br>59 | 19.12<br>48 | 19.37<br>65 |
| 24 | 15.79<br>93 | 16.19<br>97 | 17.09<br>14 | 17.53<br>78 | 17.63<br>19 | 17.91<br>10 | 18.35<br>45 | 18.80<br>31 | 19.26<br>65 | 19.52<br>09 |
| 25 | 15.79<br>93 | 16.19<br>97 | 17.09<br>14 | 17.53<br>78 | 17.63<br>19 | 17.91<br>10 | 18.35<br>45 | 18.80<br>31 | 19.26<br>65 | 19.52<br>09 |
| 26 | 15.90<br>76 | 16.31<br>15 | 17.21<br>18 | 17.66<br>21 | 17.75<br>74 | 18.03<br>98 | 18.48<br>80 | 18.94<br>06 | 19.40<br>77 | 19.66<br>46 |
| 27 | 15.90<br>76 | 16.31<br>15 | 17.21<br>18 | 17.66<br>21 | 17.75<br>74 | 18.03<br>98 | 18.48<br>80 | 18.94<br>06 | 19.40<br>77 | 19.66<br>46 |
| 28 | 16.01<br>61 | 16.42<br>38 | 17.33<br>19 | 17.78<br>57 | 17.88<br>24 | 18.16<br>90 | 18.62<br>08 | 19.07<br>80 | 19.54<br>96 | 19.80<br>91 |
| 29 | 16.17<br>82 | 16.59<br>22 | 17.51<br>30 | 17.97<br>25 | 18.07<br>04 | 18.36<br>36 | 18.82<br>03 | 19.28<br>42 | 19.76<br>28 | 20.02<br>61 |

### 1.3. : PARTIE 3

| Ancie<br>nneté | Catégorie   |             |             |              |             |              |             |              |             |             |
|----------------|-------------|-------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|-------------|
|                | 0,1         | 0,2         | 2,1         | 2.2 -<br>3.1 | 3,2         | 3.3 -<br>4.1 | 4,2         | 4.3 -<br>5.1 | 5,2         | 5,3         |
| 0A             | 14.63<br>47 | 14.99<br>69 | 15.79<br>93 | 16.20<br>09  | 16.28<br>55 | 16.52<br>16  | 16.92<br>12 | 17.32<br>60  | 17.74<br>26 | 17.97<br>05 |
| 0B             | 14.63<br>47 | 14.99<br>69 | 15.79<br>93 | 16.20<br>09  | 16.28<br>55 | 16.52<br>16  | 16.92<br>12 | 17.32<br>60  | 17.74<br>26 | 17.97<br>05 |
| 1              | 14.63<br>47 | 14.99<br>69 | 15.79<br>93 | 16.20<br>09  | 16.28<br>55 | 16.52<br>16  | 16.92<br>12 | 17.32<br>60  | 17.74<br>26 | 17.97<br>05 |
| 2              | 14.63<br>47 | 14.99<br>69 | 15.79<br>93 | 16.20<br>09  | 16.28<br>55 | 16.52<br>16  | 16.92<br>12 | 17.32<br>60  | 17.74<br>26 | 17.97<br>05 |
| 3              | 14.63<br>47 | 14.99<br>69 | 15.79<br>93 | 16.20<br>09  | 16.28<br>55 | 16.52<br>16  | 16.92<br>12 | 17.32<br>60  | 17.74<br>26 | 17.97<br>05 |
| 4              | 14.71<br>66 | 15.08<br>06 | 15.88<br>96 | 16.29<br>40  | 16.37<br>93 | 16.61<br>88  | 17.02<br>13 | 17.42<br>85  | 17.84<br>91 | 18.07<br>90 |
| 5              | 14.71<br>66 | 15.08<br>06 | 15.88<br>96 | 16.29<br>40  | 16.37<br>93 | 16.61<br>88  | 17.02<br>13 | 17.42<br>85  | 17.84<br>91 | 18.07<br>90 |
| 6              | 14.82<br>45 | 15.19<br>23 | 16.00<br>95 | 16.41<br>85  | 16.50<br>48 | 16.74<br>83  | 17.15<br>48 | 17.56<br>65  | 17.99<br>12 | 18.22<br>26 |
| 7              | 14.82<br>45 | 15.19<br>23 | 16.00<br>95 | 16.41<br>85  | 16.50<br>48 | 16.74<br>83  | 17.15<br>48 | 17.56<br>65  | 17.99<br>12 | 18.22<br>26 |
| 8              | 14.93<br>31 | 15.30<br>42 | 16.12<br>98 | 16.54<br>31  | 16.62<br>98 | 16.87<br>68  | 17.28<br>78 | 17.70<br>40  | 18.13<br>23 | 18.36<br>72 |
| 9              | 14.93<br>31 | 15.30<br>42 | 16.12<br>98 | 16.54<br>31  | 16.62<br>98 | 16.87<br>68  | 17.28<br>78 | 17.70<br>40  | 18.13<br>23 | 18.36<br>72 |
| 10             | 15.04<br>12 | 15.41<br>59 | 16.25<br>01 | 16.66<br>70  | 16.75<br>53 | 17.00<br>63  | 17.42<br>14 | 17.84<br>05  | 18.27<br>38 | 18.51<br>11 |
| 11             | 15.04<br>12 | 15.41<br>59 | 16.25<br>01 | 16.66<br>70  | 16.75<br>53 | 17.00<br>63  | 17.42<br>14 | 17.84<br>05  | 18.27<br>38 | 18.51<br>11 |
| 12             | 15.14<br>94 | 15.52<br>84 | 16.37<br>00 | 16.79<br>16  | 16.88<br>04 | 17.13<br>54  | 17.55<br>39 | 17.97<br>83  | 18.41<br>59 | 18.65<br>56 |
| 13             | 15.14<br>94 | 15.52<br>84 | 16.37<br>00 | 16.79<br>16  | 16.88<br>04 | 17.13<br>54  | 17.55<br>39 | 17.97<br>83  | 18.41<br>59 | 18.65<br>56 |
| 14             | 15.25<br>80 | 15.64<br>03 | 16.49<br>00 | 16.91<br>63  | 17.00<br>57 | 17.26<br>47  | 17.68<br>79 | 18.11<br>53  | 18.55<br>75 | 18.79<br>96 |
| 15             | 15.25<br>80 | 15.64<br>03 | 16.49<br>00 | 16.91<br>63  | 17.00<br>57 | 17.26<br>47  | 17.68<br>79 | 18.11<br>53  | 18.55<br>75 | 18.79<br>96 |
| 16             | 15.36<br>62 | 15.75<br>22 | 16.61<br>03 | 17.03<br>99  | 17.13<br>09 | 17.39<br>39  | 17.82<br>15 | 18.25<br>35  | 18.69<br>93 | 18.94<br>44 |
| 17             | 15.36<br>62 | 15.75<br>22 | 16.61<br>03 | 17.03<br>99  | 17.13<br>09 | 17.39<br>39  | 17.82<br>15 | 18.25<br>35  | 18.69<br>93 | 18.94<br>44 |
| 18             | 15.47<br>41 | 15.86<br>41 | 16.73<br>09 | 17.16<br>46  | 17.25<br>62 | 17.52<br>33  | 17.95<br>44 | 18.39<br>06  | 18.84<br>14 | 19.08<br>82 |
| 19             | 15.47<br>41 | 15.86<br>41 | 16.73<br>09 | 17.16<br>46  | 17.25<br>62 | 17.52<br>33  | 17.95<br>44 | 18.39<br>06  | 18.84<br>14 | 19.08<br>82 |
| 20             | 15.58<br>33 | 15.97<br>61 | 16.85<br>11 | 17.28<br>89  | 17.38<br>15 | 17.65<br>20  | 18.08<br>83 | 18.52<br>81  | 18.98<br>28 | 19.23<br>24 |
| 21             | 15.58<br>33 | 15.97<br>61 | 16.85<br>11 | 17.28<br>89  | 17.38<br>15 | 17.65<br>20  | 18.08<br>83 | 18.52<br>81  | 18.98<br>28 | 19.23<br>24 |
| 22             | 15.69<br>10 | 16.08<br>77 | 16.97<br>12 | 17.41<br>27  | 17.50<br>70 | 17.78<br>18  | 18.22<br>16 | 18.66<br>59  | 19.12<br>48 | 19.37<br>65 |
| 23             | 15.69<br>10 | 16.08<br>77 | 16.97<br>12 | 17.41<br>27  | 17.50<br>70 | 17.78<br>18  | 18.22<br>16 | 18.66<br>59  | 19.12<br>48 | 19.37<br>65 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 15.79<br>93 | 16.19<br>97 | 17.09<br>14 | 17.53<br>78 | 17.63<br>19 | 17.91<br>10 | 18.35<br>45 | 18.80<br>31 | 19.26<br>65 | 19.52<br>09 |
| 25 | 15.79<br>93 | 16.19<br>97 | 17.09<br>14 | 17.53<br>78 | 17.63<br>19 | 17.91<br>10 | 18.35<br>45 | 18.80<br>31 | 19.26<br>65 | 19.52<br>09 |
| 26 | 15.90<br>76 | 16.31<br>15 | 17.21<br>18 | 17.66<br>21 | 17.75<br>74 | 18.03<br>98 | 18.48<br>80 | 18.94<br>06 | 19.40<br>77 | 19.66<br>46 |
| 27 | 15.90<br>76 | 16.31<br>15 | 17.21<br>18 | 17.66<br>21 | 17.75<br>74 | 18.03<br>98 | 18.48<br>80 | 18.94<br>06 | 19.40<br>77 | 19.66<br>46 |
| 28 | 16.01<br>61 | 16.42<br>38 | 17.33<br>19 | 17.78<br>57 | 17.88<br>24 | 18.16<br>90 | 18.62<br>08 | 19.07<br>80 | 19.54<br>96 | 19.80<br>91 |
| 29 | 16.17<br>82 | 16.59<br>22 | 17.51<br>30 | 17.97<br>25 | 18.07<br>04 | 18.36<br>36 | 18.82<br>03 | 19.28<br>42 | 19.76<br>28 | 20.02<br>61 |

## 2. : Etudiants ouvriers

| Age |         |
|-----|---------|
| 21  | 13.7391 |
| 20  | 9.7878  |
| 19  | 9.1630  |
| 18  | 8.5383  |
| 17  | 7.9135  |
| 16  | 7.2888  |
| 15  | 7.2888  |

## 3. : Etudiants employés

| Age |         |
|-----|---------|
| 21  | 2202.81 |
| 20  | 1569.29 |
| 19  | 1469.12 |
| 18  | 1368.96 |
| 17  | 1268.79 |
| 16  | 1168.62 |
| 15  | 1168.62 |