

# Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/02/2026 (Dernière actualisation de la page 30/01/2026)

**Ce sous-secteur n'est pas une Sous-commission paritaire officielle (SCP). Cependant, les données de salaire ci-dessous sont reprises dans les CCT's sectorielles de la Sous-commission paritaire officielle (SCP 319,02)**

Indexation salaires de base en 2/2026. Salaire de base x1,0824.

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

## 1. : Annuel

### 1.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	36068.4 9	33295.2 1	33330.8 3	31446.0 8	29477.0 0	42363.1 7	45963.4 0
1	38429.6 2	35571.2 8	35862.3 7	33547.0 1	31755.6 0	44338.2 2	47641.5 7
2	38503.7 4	35645.3 8	35862.3 7	33887.5 3	32060.8 1	44412.3 3	47715.6 8
3	39594.1 1	36227.6 8	36446.6 7	34227.9 8	32366.0 0	45869.9 5	48962.0 8
4	39594.1 1	36227.6 8	36446.6 7	34494.3 8	32632.3 5	45869.9 5	48962.0 8
5	40684.5 0	36979.3 1	37225.6 0	34834.9 0	32952.6 7	47327.8 4	50208.4 7
6	40684.5 0	36979.3 1	37225.6 0	35167.2 8	33219.0 7	47327.8 4	50208.4 7
7	45773.9 3	41455.2 1	42257.7 4	35466.4 7	66011.3 8	48810.3 3	51479.5 5
8	45773.9 3	41455.2 1	42257.7 4	35732.8 9	33805.7 7	48810.3 3	51479.5 5
9	47007.8 9	42590.4 2	43449.4 0	36098.0 7	34141.9 2	50391.3 8	52849.3 7
10	47698.7 5	43281.2 7	44214.3 9	37143.4 0	35186.9 8	51083.1 1	53540.2 7
11	48932.7 4	44416.4 4	45324.8 5	37561.6 3	35585.6 8	52664.3 8	54910.1 1
12	48932.7 4	44416.4 4	45324.8 5	37881.2 3	35905.2 5	52664.3 8	54910.1 1

13	50141.9 9	45551.6 4	46460.0 5	38299.5 1	36304.0 4	54221.0 1	56255.2 9
14	50141.9 9	45551.6 4	46460.0 5	38619.1 0	36623.5 9	54221.0 1	56255.2 9
15	51351.2 5	46686.7 8	47595.2 3	39037.4 6	37041.7 1	55777.3 9	57600.4 8
16	54921.2 0	46686.7 8	47595.2 3	39356.9 5	37361.2 8	55777.3 9	57600.4 8
17	56130.4 5	47821.9 4	48730.4 2	39775.3 2	37779.3 6	57333.9 8	58945.6 2
18	56130.4 5	47821.9 4	48730.4 2	40094.8 5	38098.9 4	57333.9 8	58945.6 2
19	57339.7 2	48957.1 5	49865.5 4	40513.2 0	38517.0 7	58890.6 1	60290.7 3
20	57339.7 2	48957.1 5	49865.5 4	40832.7 3	38836.6 0	58890.6 1	60290.7 3
21	58549.0 3	50036.7 2	51000.7 1	41251.0 3	39254.7 6	60447.0 0	61635.9 5
22	58549.0 3	50036.7 2	51000.7 1	41570.6 1	39574.2 7	60447.0 0	61635.9 5
23	59758.2 8	51116.3 9	52135.9 1	41988.9 3	39992.4 6	62003.6 3	62981.0 8
24	59758.2 8	51116.3 9	52135.9 1	42314.2 4	40311.9 6	62003.6 3	62981.0 8
25	60967.5 9	52251.5 3	53271.0 8	42738.8 8	40730.0 8	63560.2 1	64326.2 6
26	60967.5 9	52251.5 3	53271.0 8	43064.8 0	41049.6 5	63560.2 1	64326.2 6
27	62176.8 2	53386.6 8	54406.1 9	43489.4 4	41467.7 6	65116.6 0	65671.4 4
28	62176.8 2	53386.6 8	54406.1 9	43815.4 0	41787.3 4	65116.6 0	65671.4 4
29	62349.7 0	53559.5 5	54579.1 4	44240.0 6	42210.0 1	65289.4 7	65845.3 1
30	62349.7 0	53559.5 5	54579.1 4	44240.0 6	42210.0 1	65289.4 7	65845.3 1
31	62349.7 0	53559.5 5	54579.1 4	44240.0 6	42210.0 1	65289.4 7	66018.1 8

## 1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	36121.74	48567.27	29477.00	30061.98	34304.48	28895.20
1	38647.72	50813.28	31755.60	32535.69	36763.91	31225.37
2	38734.14	50986.14	32060.81	32855.08	36836.02	31516.11
3	39836.83	53016.02	32366.00	33157.43	37420.30	31806.97
4	39836.83	53016.02	32632.35	33419.62	37420.30	32097.79
5	41001.29	55138.45	32952.67	33721.35	38172.00	32388.81
6	41001.29	55138.45	33219.07	34329.14	38172.00	32679.52
7	46140.11	57260.94	33539.38	34993.38	39625.78	65442.32
8	46140.11	57260.94	33805.77	35586.16	39625.78	33261.17
9	47892.70	59383.38	34126.10	36351.78	41178.45	33551.92

10	48583.59	60074.30	35171.18	37622.21	41855.98	34744.26
11	49768.19	62196.79	35544.58	38387.87	43261.23	35096.47
12	49768.19	62196.79	35864.17	38980.69	43261.23	35448.59
13	50952.75	64319.25	36237.65	39746.34	44643.24	35784.12
14	50952.75	64319.25	36557.18	40339.09	44643.24	36152.89
15	52137.32	66441.72	36950.64	41104.76	46025.34	36505.10
16	55707.29	66441.72	37270.17	41697.57	46025.34	36857.20
17	56891.83	68564.16	37663.57	42471.61	47407.41	37209.42
18	57402.20	68564.16	37983.16	43076.11	47407.41	37561.50
19	58586.77	70686.65	38376.58	43853.38	48789.42	37913.69
20	58586.77	70686.65	38696.09	44457.91	48789.42	38265.94
21	59771.41	72809.18	39089.57	45235.25	50171.57	38618.03
22	59771.41	72809.18	39409.09	45839.73	50171.57	38970.12
23	60955.95	74931.62	39802.56	46617.13	51553.62	39322.33
24	60955.95	74931.62	40122.08	47221.56	51553.62	39674.52
25	62140.57	74931.62	40515.50	47998.94	52935.67	40026.65
26	62140.57	74931.62	40835.07	48603.38	52935.67	40346.27
27	63325.13	74931.62	41270.74	49380.78	54317.75	40695.32
28	63325.13	74931.62	41590.31	49985.20	54317.75	41001.62
29	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92
30	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92
31	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92

### 1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	52501.4 0	46160.9 7	61248.5 5	56587.2 1	75041.7 1	33330.8 3	31446.0 8
1	54002.3 6	47839.1 5	62444.9 8	57947.0 4	75041.7 1	35793.5 4	33547.0 1
2	54165.7 9	47913.2 6	63722.4 0	59306.8 8	77955.6 6	35867.6 5	33887.5 3
3	56201.0 3	49159.6 7	64679.2 3	60666.7 1	77955.6 6	36449.9 6	34227.9 8
4	56201.0 3	49159.6 7	66729.2 0	60666.7 1	80869.6 3	36449.9 6	34494.3 8
5	58323.8 3	50406.0 4	66999.7 9	63046.3 8	80869.6 3	37201.5 8	34834.9 0
6	58323.8 3	50406.0 4	69043.3 0	63046.3 8	83783.6 3	37201.5 8	35167.2 8
7	60446.6 2	51677.1 2	69049.9 2	65426.0 3	83783.6 3	41677.4 9	35466.4 7
8	60446.6 2	51677.1 2	71934.8 0	65426.0 3	86697.6 0	41677.4 9	35732.8 9
9	62569.3 4	53046.9 4	71941.1 7	67805.6 7	86697.6 0	43351.7 9	36098.0 7
10	62661.5 8	53737.8 5	74936.6 1	67805.6 7	89611.5 8	44042.6 5	37143.4 0
11	64784.1 2	55107.6 9	74938.9 9	70185.3 2	89611.5 8	45227.2 2	37561.6 3

12	64784.1 2	55107.6 9	77828.4 6	70185.3 2	92525.5 5	45227.2 2	37881.2 3
13	66906.6 5	56452.8 8	77830.7 2	72564.9 7	92525.5 5	46411.8 1	38299.5 1
14	66906.6 5	56452.8 8	80720.3 3	72564.9 7	95439.5 4	46411.8 1	38619.1 0
15	69029.2 6	57798.0 5	80722.5 9	74944.6 2	95439.5 4	47596.3 8	39037.4 6
16	69029.2 6	57798.0 5	83612.2 3	74944.6 2	98353.5 3	47596.3 8	39356.9 5
17	71151.7 8	59143.1 9	83614.3 7	77324.3 0	98353.5 3	48780.9 3	39775.3 2
18	71151.7 8	59143.1 9	86504.1 0	77324.3 0	101267. 49	48780.9 3	40094.8 5
19	73274.2 7	60488.3 2	86506.2 2	79703.9 1	101267. 49	49965.5 5	40513.2 0
20	73274.2 7	60488.3 2	100220. 01	79703.9 1	104181. 48	49965.5 5	40832.7 3
21	75396.8 0	61833.5 2	89398.0 8	82083.5 8	104181. 48	51150.1 0	41251.0 3
22	75396.8 0	61833.5 2	92287.9 5	82083.5 8	107095. 46	51150.1 0	41570.6 1
23	77519.3 7	63178.6 6	92289.9 4	84463.2 3	107095. 46	52334.7 0	41988.9 3
24	77519.3 7	63178.6 6	92289.9 4	84463.2 3	107095. 46	52334.7 0	42314.2 4
25	79640.2 8	64523.8 3	92289.9 4	84463.2 3	107095. 46	53519.2 7	42738.8 8
26	79640.2 8	64523.8 3	92289.9 4	84463.2 3	107095. 46	53519.2 7	43064.8 0
27	79640.2 8	65869.0 1	92289.9 4	84463.2 3	107095. 46	54703.8 4	43489.4 4
28	79640.2 8	65869.0 1	92289.9 4	84463.2 3	107095. 46	54703.8 4	43815.4 0
29	79640.2 8	66042.9 0	92289.9 4	84463.2 3	107095. 46	54852.0 2	44240.0 6
30	79640.2 8	66042.9 0	92289.9 4	84463.2 3	107095. 46	54852.0 2	44240.0 6
31	79640.2 8	66215.7 8	92289.9 4	84463.2 3	107095. 46	54852.0 2	44240.0 6

## 2. : Echelles de rémunération mensuelle

### 2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	3005.71	2774.60	2777.57	2620.51	2456.42	3530.26	3830.28
1	3202.47	2964.27	2988.53	2795.58	2646.30	3694.85	3970.13
2	3208.65	2970.45	2988.53	2823.96	2671.73	3701.03	3976.31
3	3299.51	3018.97	3037.22	2852.33	2697.17	3822.50	4080.17
4	3299.51	3018.97	3037.22	2874.53	2719.36	3822.50	4080.17
5	3390.38	3081.61	3102.13	2902.91	2746.06	3943.99	4184.04
6	3390.38	3081.61	3102.13	2930.61	2768.26	3943.99	4184.04

7	3814.49	3454.60	3521.48	2955.54	5500.95	4067.53	4289.96
8	3814.49	3454.60	3521.48	2977.74	2817.15	4067.53	4289.96
9	3917.32	3549.20	3620.78	3008.17	2845.16	4199.28	4404.11
10	3974.90	3606.77	3684.53	3095.28	2932.25	4256.93	4461.69
11	4077.73	3701.37	3777.07	3130.14	2965.47	4388.70	4575.84
12	4077.73	3701.37	3777.07	3156.77	2992.10	4388.70	4575.84
13	4178.50	3795.97	3871.67	3191.63	3025.34	4518.42	4687.94
14	4178.50	3795.97	3871.67	3218.26	3051.97	4518.42	4687.94
15	4279.27	3890.57	3966.27	3253.12	3086.81	4648.12	4800.04
16	4576.77	3890.57	3966.27	3279.75	3113.44	4648.12	4800.04
17	4677.54	3985.16	4060.87	3314.61	3148.28	4777.83	4912.14
18	4677.54	3985.16	4060.87	3341.24	3174.91	4777.83	4912.14
19	4778.31	4079.76	4155.46	3376.10	3209.76	4907.55	5024.23
20	4778.31	4079.76	4155.46	3402.73	3236.38	4907.55	5024.23
21	4879.09	4169.73	4250.06	3437.59	3271.23	5037.25	5136.33
22	4879.09	4169.73	4250.06	3464.22	3297.86	5037.25	5136.33
23	4979.86	4259.70	4344.66	3499.08	3332.71	5166.97	5248.42
24	4979.86	4259.70	4344.66	3526.19	3359.33	5166.97	5248.42
25	5080.63	4354.29	4439.26	3561.57	3394.17	5296.68	5360.52
26	5080.63	4354.29	4439.26	3588.73	3420.80	5296.68	5360.52
27	5181.40	4448.89	4533.85	3624.12	3455.65	5426.38	5472.62
28	5181.40	4448.89	4533.85	3651.28	3482.28	5426.38	5472.62
29	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5487.11
30	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5487.11
31	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5501.52

## 2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	3010.15	4047.27	2456.42	2505.17	2858.71	2407.93
1	3220.64	4234.44	2646.30	2711.31	3063.66	2602.11
2	3227.85	4248.85	2671.73	2737.92	3069.67	2626.34
3	3319.74	4418.00	2697.17	2763.12	3118.36	2650.58
4	3319.74	4418.00	2719.36	2784.97	3118.36	2674.82
5	3416.77	4594.87	2746.06	2810.11	3181.00	2699.07
6	3416.77	4594.87	2768.26	2860.76	3181.00	2723.29
7	3845.01	4771.75	2794.95	2916.12	3302.15	5453.53
8	3845.01	4771.75	2817.15	2965.51	3302.15	2771.76
9	3991.06	4948.62	2843.84	3029.32	3431.54	2795.99
10	4048.63	5006.19	2930.93	3135.18	3488.00	2895.36
11	4147.35	5183.07	2962.05	3198.99	3605.10	2924.71
12	4147.35	5183.07	2988.68	3248.39	3605.10	2954.05
13	4246.06	5359.94	3019.80	3312.20	3720.27	2982.01
14	4246.06	5359.94	3046.43	3361.59	3720.27	3012.74
15	4344.78	5536.81	3079.22	3425.40	3835.45	3042.09
16	4642.27	5536.81	3105.85	3474.80	3835.45	3071.43
17	4740.99	5713.68	3138.63	3539.30	3950.62	3100.79

18	4783.52	5713.68	3165.26	3589.68	3950.62	3130.13
19	4882.23	5890.55	3198.05	3654.45	4065.79	3159.47
20	4882.23	5890.55	3224.67	3704.83	4065.79	3188.83
21	4980.95	6067.43	3257.46	3769.60	4180.96	3218.17
22	4980.95	6067.43	3284.09	3819.98	4180.96	3247.51
23	5079.66	6244.30	3316.88	3884.76	4296.14	3276.86
24	5079.66	6244.30	3343.51	3935.13	4296.14	3306.21
25	5178.38	6244.30	3376.29	3999.91	4411.31	3335.55
26	5178.38	6244.30	3402.92	4050.28	4411.31	3362.19
27	5277.09	6244.30	3439.23	4115.07	4526.48	3391.28
28	5277.09	6244.30	3465.86	4165.43	4526.48	3416.80
29	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33
30	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33
31	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33

### 2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4375.12	3846.75	5104.05	4715.60	6253.48	2777.57	2620.51
1	4500.20	3986.60	5203.75	4828.92	6253.48	2982.80	2795.58
2	4513.82	3992.77	5310.20	4942.24	6496.31	2988.97	2823.96
3	4683.42	4096.64	5389.94	5055.56	6496.31	3037.50	2852.33
4	4683.42	4096.64	5560.77	5055.56	6739.14	3037.50	2874.53
5	4860.32	4200.50	5583.32	5253.87	6739.14	3100.13	2902.91
6	4860.32	4200.50	5753.61	5253.87	6981.97	3100.13	2930.61
7	5037.22	4306.43	5754.16	5452.17	6981.97	3473.12	2955.54
8	5037.22	4306.43	5994.57	5452.17	7224.80	3473.12	2977.74
9	5214.11	4420.58	5995.10	5650.47	7224.80	3612.65	3008.17
10	5221.80	4478.15	6244.72	5650.47	7467.63	3670.22	3095.28
11	5398.68	4592.31	6244.92	5848.78	7467.63	3768.94	3130.14
12	5398.68	4592.31	6485.71	5848.78	7710.46	3768.94	3156.77
13	5575.55	4704.41	6485.89	6047.08	7710.46	3867.65	3191.63
14	5575.55	4704.41	6726.69	6047.08	7953.30	3867.65	3218.26
15	5752.44	4816.50	6726.88	6245.39	7953.30	3966.37	3253.12
16	5752.44	4816.50	6967.69	6245.39	8196.13	3966.37	3279.75
17	5929.32	4928.60	6967.86	6443.69	8196.13	4065.08	3314.61
18	5929.32	4928.60	7208.68	6443.69	8438.96	4065.08	3341.24
19	6106.19	5040.69	7208.85	6641.99	8438.96	4163.80	3376.10
20	6106.19	5040.69	8351.67	6641.99	8681.79	4163.80	3402.73
21	6283.07	5152.79	7449.84	6840.30	8681.79	4262.51	3437.59
22	6283.07	5152.79	7690.66	6840.30	8924.62	4262.51	3464.22
23	6459.95	5264.89	7690.83	7038.60	8924.62	4361.23	3499.08
24	6459.95	5264.89	7690.83	7038.60	8924.62	4361.23	3526.19
25	6636.69	5376.99	7690.83	7038.60	8924.62	4459.94	3561.57
26	6636.69	5376.99	7690.83	7038.60	8924.62	4459.94	3588.73
27	6636.69	5489.08	7690.83	7038.60	8924.62	4558.65	3624.12
28	6636.69	5489.08	7690.83	7038.60	8924.62	4558.65	3651.28

29	6636.69	5503.58	7690.83	7038.60	8924.62	4571.00	3686.67
30	6636.69	5503.58	7690.83	7038.60	8924.62	4571.00	3686.67
31	6636.69	5517.98	7690.83	7038.60	8924.62	4571.00	3686.67

### 3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	3998.99

### 4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	155.67