

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3290103: animation sociale

En vigueur au 01/12/2022 (Dernière actualisation de la page 19/12/2022)

Indexation de 2% en 12/2022.

**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 Commission paritaire officielle (CP 32901).**

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

Les présents barèmes s'appliquent aux employeurs et aux travailleurs du secteur socioculturel - secteur des centres d'intégration agréés et subsidiés par les autorités flamandes et des établissements et instituts de l'animation sociale agréés et subsidiés par les autorités flamandes.

Pour le présent barème salarial, il n'y a jamais eu de salaires des jeunes ou d'âges de départ. Le barème salarial est supposé être d'application sans distinction d'âge. La CCT n°50 du CNT n'est pas d'application.

## 1. REGIME (sur base hebdomadaire): 38h

### 1.1. : Structure barémique avec allocation de résidence (1)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B1c                                            | B1b                                            | B1a                                            | L1                                             | B3                                             | B2b                                            |
|                                        | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>22<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum |
| 0                                      | 2635.39                                        | 2948.49                                        | 3225.17                                        | 3366.08                                        | 2118.14                                        | 2263.09                                        |
| 1                                      | 2685.02                                        | 2981.76                                        | 3274.81                                        | 3466.91                                        | 2187.42                                        | 2305.60                                        |
| 2                                      | 2761.29                                        | 3031.39                                        | 3324.39                                        | 3567.79                                        | 2270.57                                        | 2353.80                                        |
| 3                                      | 2864.22                                        | 3080.98                                        | 3374.03                                        | 3668.67                                        | 2354.17                                        | 2440.27                                        |
| 4                                      | 2948.49                                        | 3144.37                                        | 3374.03                                        | 3790.98                                        | 2437.05                                        | 2526.23                                        |
| 5                                      | 2948.49                                        | 3166.05                                        | 3459.10                                        | 3945.92                                        | 2438.33                                        | 2526.74                                        |
| 6                                      | 3084.02                                        | 3301.46                                        | 3459.10                                        | 3945.92                                        | 2556.47                                        | 2631.18                                        |
| 7                                      | 3085.06                                        | 3302.49                                        | 3544.17                                        | 4100.81                                        | 2557.75                                        | 2631.18                                        |
| 8                                      | 3230.90                                        | 3458.54                                        | 3621.88                                        | 4100.81                                        | 2646.47                                        | 2743.35                                        |
| 9                                      | 3232.25                                        | 3459.59                                        | 3629.24                                        | 4255.71                                        | 2647.75                                        | 2744.68                                        |
| 10                                     | 3378.09                                        | 3615.63                                        | 3786.26                                        | 4266.17                                        | 2765.88                                        | 2867.19                                        |
| 11                                     | 3379.68                                        | 3616.67                                        | 3787.30                                        | 4410.60                                        | 2767.16                                        | 2868.52                                        |
| 12                                     | 3525.52                                        | 3772.72                                        | 3950.64                                        | 4455.72                                        | 2885.30                                        | 2961.63                                        |
| 13                                     | 3527.10                                        | 3773.92                                        | 3951.68                                        | 4565.49                                        | 2886.58                                        | 2962.95                                        |
| 14                                     | 3672.94                                        | 3929.96                                        | 4115.02                                        | 4645.27                                        | 2975.31                                        | 3085.46                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 15 | 3674.53 | 3931.66 | 4116.06 | 4720.39 | 2976.59 | 3086.79 |
| 16 | 3820.37 | 4087.71 | 4279.40 | 4834.81 | 3094.72 | 3209.30 |
| 17 | 3821.95 | 4089.40 | 4280.44 | 4875.33 | 3096.01 | 3210.63 |
| 18 | 3967.79 | 4245.45 | 4445.27 | 5024.36 | 3214.13 | 3333.13 |
| 19 | 3969.37 | 4247.15 | 4446.31 | 5030.22 | 3215.42 | 3334.46 |
| 20 | 4115.21 | 4403.19 | 4609.65 | 5213.91 | 3333.55 | 3456.97 |
| 21 | 4116.80 | 4404.89 | 4610.68 | 5218.24 | 3334.83 | 3458.30 |
| 22 | 4262.63 | 4560.94 | 4774.03 | 5403.46 | 3452.96 | 3580.80 |
| 23 | 4410.06 | 4718.68 | 4939.12 | 5593.00 | 3572.37 | 3704.64 |
| 24 | 4555.90 | 4874.73 | 5102.46 | 5778.22 | 3690.51 | 3827.15 |
| 25 | 4557.48 | 4876.43 | 5104.24 | 5778.22 | 3691.78 | 3828.47 |
| 26 | 4557.48 | 4876.43 | 5104.24 | 5778.22 | 3691.78 | 3828.47 |
| 27 | 4559.07 | 4878.12 | 5106.01 | 5778.22 | 3693.07 | 3829.81 |

## 1.2. : Structure barémique avec allocation de résidence (2)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B2a                                            | MV2                                            | L4                                             | A3                                             | A2                                             | A1                                             |
|                                        | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum |
| 0                                      | 2348.16                                        | 2475.73                                        | 1984.90                                        | 2079.10                                        | 2253.70                                        | 2631.18                                        |
| 1                                      | 2383.59                                        | 2555.55                                        | 2010.38                                        | 2161.98                                        | 2343.74                                        | 2652.58                                        |
| 2                                      | 2462.62                                        | 2631.18                                        | 2035.82                                        | 2244.86                                        | 2433.78                                        | 2728.23                                        |
| 3                                      | 2553.10                                        | 2721.59                                        | 2061.30                                        | 2327.75                                        | 2523.83                                        | 2830.56                                        |
| 4                                      | 2631.18                                        | 2818.80                                        | 2091.25                                        | 2410.63                                        | 2613.87                                        | 2932.88                                        |
| 5                                      | 2631.18                                        | 2820.00                                        | 2113.35                                        | 2410.63                                        | 2613.87                                        | 2932.88                                        |
| 6                                      | 2742.80                                        | 2948.49                                        | 2193.33                                        | 2528.76                                        | 2712.80                                        | 3049.32                                        |
| 7                                      | 2744.19                                        | 2948.49                                        | 2208.14                                        | 2528.76                                        | 2712.80                                        | 3211.39                                        |
| 8                                      | 2872.53                                        | 3069.19                                        | 2295.42                                        | 2631.18                                        | 2841.14                                        | 3211.39                                        |
| 9                                      | 2873.93                                        | 3072.18                                        | 2302.93                                        | 2631.18                                        | 2841.14                                        | 3295.47                                        |
| 10                                     | 2972.87                                        | 3210.73                                        | 2397.51                                        | 2735.61                                        | 2948.49                                        | 3341.00                                        |
| 11                                     | 2974.26                                        | 3211.77                                        | 2397.77                                        | 2735.61                                        | 2948.49                                        | 3379.50                                        |
| 12                                     | 3102.58                                        | 3350.31                                        | 2499.59                                        | 2853.74                                        | 3068.42                                        | 3486.84                                        |
| 13                                     | 3103.99                                        | 3351.35                                        | 2499.59                                        | 2853.74                                        | 3068.42                                        | 3486.84                                        |
| 14                                     | 3232.33                                        | 3489.90                                        | 2601.68                                        | 2948.49                                        | 3196.75                                        | 3632.67                                        |
| 15                                     | 3233.72                                        | 3490.94                                        | 2601.68                                        | 2948.49                                        | 3196.75                                        | 3632.67                                        |
| 16                                     | 3362.06                                        | 3629.49                                        | 2674.36                                        | 3060.60                                        | 3325.09                                        | 3837.04                                        |
| 17                                     | 3363.46                                        | 3630.91                                        | 2674.36                                        | 3060.60                                        | 3325.09                                        | 3921.07                                        |
| 18                                     | 3491.80                                        | 3769.46                                        | 2776.45                                        | 3178.73                                        | 3453.43                                        | 4041.39                                        |
| 19                                     | 3493.19                                        | 3770.96                                        | 2776.45                                        | 3178.73                                        | 3453.43                                        | 4125.42                                        |
| 20                                     | 3621.53                                        | 3909.51                                        | 2878.54                                        | 3296.86                                        | 3581.77                                        | 4125.42                                        |
| 21                                     | 3622.93                                        | 3911.02                                        | 2878.54                                        | 3296.86                                        | 3581.77                                        | 4209.45                                        |
| 22                                     | 3751.26                                        | 4049.56                                        | 2951.22                                        | 3414.99                                        | 3710.11                                        | 4216.03                                        |
| 23                                     | 3881.00                                        | 4189.62                                        | 3053.31                                        | 3533.11                                        | 3838.45                                        | 4361.87                                        |
| 24                                     | 4009.33                                        | 4328.16                                        | 3155.40                                        | 3651.25                                        | 3966.78                                        | 4507.71                                        |
| 25                                     | 4010.73                                        | 4329.67                                        | 3155.40                                        | 3651.25                                        | 3966.78                                        | 4507.71                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 26 | 4010.73 | 4329.67 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |
| 27 | 4012.12 | 4331.17 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |

### 1.3. : Structure barémique avec allocation de foyer (1)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B1c                                            | B1b                                            | B1a                                            | L1                                             | B3                                             | B2b                                            |
|                                        | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum | Age de<br>départ :<br>22<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum |
| 0                                      | 2689.99                                        | 2977.90                                        | 3225.17                                        | 3366.08                                        | 2176.95                                        | 2321.90                                        |
| 1                                      | 2714.43                                        | 2981.76                                        | 3274.81                                        | 3466.91                                        | 2246.23                                        | 2364.41                                        |
| 2                                      | 2790.70                                        | 3031.39                                        | 3324.39                                        | 3567.79                                        | 2329.38                                        | 2412.61                                        |
| 3                                      | 2893.63                                        | 3080.98                                        | 3374.03                                        | 3668.67                                        | 2412.98                                        | 2499.08                                        |
| 4                                      | 2977.90                                        | 3144.37                                        | 3374.03                                        | 3790.98                                        | 2495.86                                        | 2585.04                                        |
| 5                                      | 2977.90                                        | 3166.05                                        | 3459.10                                        | 3945.92                                        | 2497.14                                        | 2585.55                                        |
| 6                                      | 3084.02                                        | 3301.46                                        | 3459.10                                        | 3945.92                                        | 2615.28                                        | 2689.99                                        |
| 7                                      | 3085.06                                        | 3302.49                                        | 3544.17                                        | 4100.81                                        | 2616.56                                        | 2689.99                                        |
| 8                                      | 3230.90                                        | 3458.54                                        | 3621.88                                        | 4100.81                                        | 2689.99                                        | 2772.76                                        |
| 9                                      | 3232.25                                        | 3459.59                                        | 3629.24                                        | 4255.71                                        | 2689.99                                        | 2774.09                                        |
| 10                                     | 3378.09                                        | 3615.63                                        | 3786.26                                        | 4266.17                                        | 2795.29                                        | 2896.60                                        |
| 11                                     | 3379.68                                        | 3616.67                                        | 3787.30                                        | 4410.60                                        | 2796.57                                        | 2897.93                                        |
| 12                                     | 3525.52                                        | 3772.72                                        | 3950.64                                        | 4455.72                                        | 2914.71                                        | 2977.90                                        |
| 13                                     | 3527.10                                        | 3773.92                                        | 3951.68                                        | 4565.49                                        | 2915.99                                        | 2977.90                                        |
| 14                                     | 3672.94                                        | 3929.96                                        | 4115.02                                        | 4645.27                                        | 2977.90                                        | 3085.46                                        |
| 15                                     | 3674.53                                        | 3931.66                                        | 4116.06                                        | 4720.39                                        | 2977.90                                        | 3086.79                                        |
| 16                                     | 3820.37                                        | 4087.71                                        | 4279.40                                        | 4834.81                                        | 3094.72                                        | 3209.30                                        |
| 17                                     | 3821.95                                        | 4089.40                                        | 4280.44                                        | 4875.33                                        | 3096.01                                        | 3210.63                                        |
| 18                                     | 3967.79                                        | 4245.45                                        | 4445.27                                        | 5024.36                                        | 3214.13                                        | 3333.13                                        |
| 19                                     | 3969.37                                        | 4247.15                                        | 4446.31                                        | 5030.22                                        | 3215.42                                        | 3334.46                                        |
| 20                                     | 4115.21                                        | 4403.19                                        | 4609.65                                        | 5213.91                                        | 3333.55                                        | 3456.97                                        |
| 21                                     | 4116.80                                        | 4404.89                                        | 4610.68                                        | 5218.24                                        | 3334.83                                        | 3458.30                                        |
| 22                                     | 4262.63                                        | 4560.94                                        | 4774.03                                        | 5403.46                                        | 3452.96                                        | 3580.80                                        |
| 23                                     | 4410.06                                        | 4718.68                                        | 4939.12                                        | 5593.00                                        | 3572.37                                        | 3704.64                                        |
| 24                                     | 4555.90                                        | 4874.73                                        | 5102.46                                        | 5778.22                                        | 3690.51                                        | 3827.15                                        |
| 25                                     | 4557.48                                        | 4876.43                                        | 5104.24                                        | 5778.22                                        | 3691.78                                        | 3828.47                                        |
| 26                                     | 4557.48                                        | 4876.43                                        | 5104.24                                        | 5778.22                                        | 3691.78                                        | 3828.47                                        |
| 27                                     | 4559.07                                        | 4878.12                                        | 5106.01                                        | 5778.22                                        | 3693.07                                        | 3829.81                                        |

### 1.4. : Structure barémique avec allocation de foyer (2)

| ANCIEN<br>NETE<br>(Nombre<br>d'années) | BAREME (Montant mensuel)                       |                                                |                                                |                                                |                                                |                                                |
|----------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|
|                                        | B2a                                            | MV2                                            | L4                                             | A3                                             | A2                                             | A1                                             |
|                                        | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>18<br>ans<br><br>minimum | Age de<br>départ :<br>20<br>ans<br><br>minimum | Age de<br>départ :<br>21<br>ans<br><br>minimum |
| 0                                      | 2406.97                                        | 2534.54                                        | 2043.71                                        | 2137.91                                        | 2312.51                                        | 2689.99                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 1  | 2442.40 | 2614.36 | 2069.19 | 2220.79 | 2402.55 | 2689.99 |
| 2  | 2521.43 | 2689.99 | 2094.63 | 2303.67 | 2492.59 | 2757.64 |
| 3  | 2611.91 | 2751.00 | 2120.11 | 2386.56 | 2582.64 | 2859.97 |
| 4  | 2689.99 | 2848.21 | 2150.06 | 2469.44 | 2672.68 | 2962.29 |
| 5  | 2689.99 | 2849.41 | 2172.16 | 2469.44 | 2672.68 | 2962.29 |
| 6  | 2772.21 | 2977.90 | 2252.14 | 2587.57 | 2742.21 | 3049.32 |
| 7  | 2773.60 | 2977.90 | 2266.95 | 2587.57 | 2742.21 | 3211.39 |
| 8  | 2901.94 | 3069.19 | 2354.23 | 2689.99 | 2870.55 | 3211.39 |
| 9  | 2903.34 | 3072.18 | 2361.74 | 2689.99 | 2870.55 | 3295.47 |
| 10 | 2977.90 | 3210.73 | 2456.32 | 2765.02 | 2977.90 | 3341.00 |
| 11 | 2977.90 | 3211.77 | 2456.58 | 2765.02 | 2977.90 | 3379.50 |
| 12 | 3102.58 | 3350.31 | 2558.40 | 2883.15 | 3068.42 | 3486.84 |
| 13 | 3103.99 | 3351.35 | 2558.40 | 2883.15 | 3068.42 | 3486.84 |
| 14 | 3232.33 | 3489.90 | 2660.49 | 2977.90 | 3196.75 | 3632.67 |
| 15 | 3233.72 | 3490.94 | 2660.49 | 2977.90 | 3196.75 | 3632.67 |
| 16 | 3362.06 | 3629.49 | 2703.77 | 3060.60 | 3325.09 | 3837.04 |
| 17 | 3363.46 | 3630.91 | 2703.77 | 3060.60 | 3325.09 | 3921.07 |
| 18 | 3491.80 | 3769.46 | 2805.86 | 3178.73 | 3453.43 | 4041.39 |
| 19 | 3493.19 | 3770.96 | 2805.86 | 3178.73 | 3453.43 | 4125.42 |
| 20 | 3621.53 | 3909.51 | 2907.95 | 3296.86 | 3581.77 | 4125.42 |
| 21 | 3622.93 | 3911.02 | 2907.95 | 3296.86 | 3581.77 | 4209.45 |
| 22 | 3751.26 | 4049.56 | 2977.90 | 3414.99 | 3710.11 | 4216.03 |
| 23 | 3881.00 | 4189.62 | 3053.31 | 3533.11 | 3838.45 | 4361.87 |
| 24 | 4009.33 | 4328.16 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |
| 25 | 4010.73 | 4329.67 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |
| 26 | 4010.73 | 4329.67 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |
| 27 | 4012.12 | 4331.17 | 3155.40 | 3651.25 | 3966.78 | 4507.71 |