

# Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2018 (Dernière actualisation de la page 05/03/2021)

Augmentation conventionnelle de 0,5 % en 01/2018.

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        |
| OA         | 12.5<br>874 | 12.8<br>506 | 13.3<br>987 | 13.6<br>621 | 14.2<br>100 | 14.4<br>731 | 14.9<br>118 | 15.1<br>752 | 15.6<br>133 | 15.8<br>765 | 16.1<br>396 |
| OB         | 12.5<br>874 | 12.8<br>506 | 13.3<br>987 | 13.6<br>621 | 14.2<br>100 | 14.4<br>731 | 14.9<br>118 | 15.1<br>752 | 15.6<br>133 | 15.8<br>765 | 16.1<br>396 |
| 1          | 12.5<br>874 | 12.8<br>506 | 13.3<br>987 | 13.6<br>621 | 14.2<br>100 | 14.4<br>731 | 14.9<br>118 | 15.1<br>752 | 15.6<br>133 | 15.8<br>765 | 16.1<br>396 |
| 2          | 12.5<br>874 | 12.8<br>506 | 13.3<br>987 | 13.6<br>621 | 14.2<br>100 | 14.4<br>731 | 14.9<br>118 | 15.1<br>752 | 15.6<br>133 | 15.8<br>765 | 16.1<br>396 |
| 3          | 12.5<br>874 | 12.8<br>506 | 13.3<br>987 | 13.6<br>621 | 14.2<br>100 | 14.4<br>731 | 14.9<br>118 | 15.1<br>752 | 15.6<br>133 | 15.8<br>765 | 16.1<br>396 |
| 4          | 12.7<br>057 | 12.9<br>718 | 13.5<br>258 | 13.7<br>922 | 14.3<br>462 | 14.6<br>125 | 15.0<br>557 | 15.3<br>215 | 15.7<br>653 | 16.0<br>310 | 16.2<br>967 |
| 5          | 12.7<br>057 | 12.9<br>718 | 13.5<br>258 | 13.7<br>922 | 14.3<br>462 | 14.6<br>125 | 15.0<br>557 | 15.3<br>215 | 15.7<br>653 | 16.0<br>310 | 16.2<br>967 |
| 6          | 12.9<br>429 | 13.2<br>146 | 13.7<br>808 | 14.0<br>524 | 14.6<br>186 | 14.8<br>904 | 15.3<br>430 | 15.6<br>153 | 16.0<br>680 | 16.3<br>395 | 16.6<br>111 |
| 7          | 12.9<br>429 | 13.2<br>146 | 13.7<br>808 | 14.0<br>524 | 14.6<br>186 | 14.8<br>904 | 15.3<br>430 | 15.6<br>153 | 16.0<br>680 | 16.3<br>395 | 16.6<br>111 |
| 8          | 13.1<br>799 | 13.4<br>572 | 14.0<br>352 | 14.3<br>131 | 14.8<br>910 | 15.1<br>685 | 15.6<br>310 | 15.9<br>083 | 16.3<br>710 | 16.6<br>486 | 16.9<br>260 |
| 9          | 13.1<br>799 | 13.4<br>572 | 14.0<br>352 | 14.3<br>131 | 14.8<br>910 | 15.1<br>685 | 15.6<br>310 | 15.9<br>083 | 16.3<br>710 | 16.6<br>486 | 16.9<br>260 |
| 10         | 13.4<br>170 | 13.7<br>004 | 14.2<br>902 | 14.5<br>734 | 15.1<br>634 | 15.4<br>467 | 15.9<br>189 | 16.2<br>018 | 16.6<br>741 | 16.9<br>573 | 17.2<br>404 |
| 11         | 13.4<br>170 | 13.7<br>004 | 14.2<br>902 | 14.5<br>734 | 15.1<br>634 | 15.4<br>467 | 15.9<br>189 | 16.2<br>018 | 16.6<br>741 | 16.9<br>573 | 17.2<br>404 |
| 12         | 13.5<br>423 | 13.8<br>284 | 14.4<br>250 | 14.7<br>112 | 15.3<br>078 | 15.5<br>939 | 16.0<br>712 | 16.3<br>571 | 16.8<br>344 | 17.1<br>208 | 17.4<br>072 |
| 13         | 13.5<br>423 | 13.8<br>284 | 14.4<br>250 | 14.7<br>112 | 15.3<br>078 | 15.5<br>939 | 16.0<br>712 | 16.3<br>571 | 16.8<br>344 | 17.1<br>208 | 17.4<br>072 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 13.6<br>680 | 13.9<br>572 | 14.5<br>596 | 14.8<br>490 | 15.4<br>520 | 15.7<br>414 | 16.2<br>234 | 16.5<br>126 | 16.9<br>951 | 17.2<br>842 | 17.5<br>736 |
| 15 | 13.6<br>680 | 13.9<br>572 | 14.5<br>596 | 14.8<br>490 | 15.4<br>520 | 15.7<br>414 | 16.2<br>234 | 16.5<br>126 | 16.9<br>951 | 17.2<br>842 | 17.5<br>736 |
| 16 | 13.7<br>932 | 14.0<br>861 | 14.6<br>951 | 14.9<br>870 | 15.5<br>964 | 15.8<br>884 | 16.3<br>757 | 16.6<br>680 | 17.1<br>552 | 17.4<br>478 | 17.7<br>403 |
| 17 | 13.7<br>932 | 14.0<br>861 | 14.6<br>951 | 14.9<br>870 | 15.5<br>964 | 15.8<br>884 | 16.3<br>757 | 16.6<br>680 | 17.1<br>552 | 17.4<br>478 | 17.7<br>403 |
| 18 | 13.9<br>188 | 14.2<br>143 | 14.8<br>298 | 15.1<br>255 | 15.7<br>408 | 16.0<br>360 | 16.5<br>278 | 16.8<br>233 | 17.3<br>158 | 17.6<br>112 | 17.9<br>064 |
| 19 | 13.9<br>188 | 14.2<br>143 | 14.8<br>298 | 15.1<br>255 | 15.7<br>408 | 16.0<br>360 | 16.5<br>278 | 16.8<br>233 | 17.3<br>158 | 17.6<br>112 | 17.9<br>064 |
| 20 | 14.0<br>446 | 14.3<br>429 | 14.9<br>649 | 15.2<br>632 | 15.8<br>849 | 16.1<br>831 | 16.6<br>811 | 16.9<br>794 | 17.4<br>766 | 17.7<br>746 | 18.0<br>728 |
| 21 | 14.0<br>446 | 14.3<br>429 | 14.9<br>649 | 15.2<br>632 | 15.8<br>849 | 16.1<br>831 | 16.6<br>811 | 16.9<br>794 | 17.4<br>766 | 17.7<br>746 | 18.0<br>728 |
| 22 | 14.1<br>701 | 14.4<br>717 | 15.0<br>995 | 15.4<br>012 | 16.0<br>294 | 16.3<br>302 | 16.8<br>333 | 17.1<br>348 | 17.6<br>368 | 17.9<br>383 | 18.2<br>401 |
| 23 | 14.1<br>701 | 14.4<br>717 | 15.0<br>995 | 15.4<br>012 | 16.0<br>294 | 16.3<br>302 | 16.8<br>333 | 17.1<br>348 | 17.6<br>368 | 17.9<br>383 | 18.2<br>401 |
| 24 | 14.2<br>957 | 14.6<br>004 | 15.2<br>348 | 15.5<br>390 | 16.1<br>734 | 16.4<br>778 | 16.9<br>853 | 17.2<br>901 | 17.7<br>974 | 18.1<br>023 | 18.4<br>067 |
| 25 | 14.2<br>957 | 14.6<br>004 | 15.2<br>348 | 15.5<br>390 | 16.1<br>734 | 16.4<br>778 | 16.9<br>853 | 17.2<br>901 | 17.7<br>974 | 18.1<br>023 | 18.4<br>067 |
| 26 | 14.4<br>213 | 14.7<br>290 | 15.3<br>697 | 15.6<br>774 | 16.3<br>177 | 16.6<br>253 | 17.1<br>377 | 17.4<br>454 | 17.9<br>581 | 18.2<br>654 | 18.5<br>730 |
| 27 | 14.4<br>213 | 14.7<br>290 | 15.3<br>697 | 15.6<br>774 | 16.3<br>177 | 16.6<br>253 | 17.1<br>377 | 17.4<br>454 | 17.9<br>581 | 18.2<br>654 | 18.5<br>730 |
| 28 | 14.5<br>467 | 14.8<br>575 | 15.5<br>042 | 15.8<br>152 | 16.4<br>622 | 16.7<br>727 | 17.2<br>903 | 17.6<br>011 | 18.1<br>184 | 18.4<br>292 | 18.7<br>399 |
| 29 | 14.6<br>723 | 14.9<br>860 | 15.6<br>391 | 15.9<br>532 | 16.6<br>062 | 16.9<br>203 | 17.4<br>433 | 17.7<br>560 | 18.2<br>789 | 18.5<br>924 | 18.9<br>061 |

## 1.2. : PARTIE 2

| Ancien<br>neté | 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             | 12.48<br>91                           | 12.79<br>81                           | 13.48<br>28                         | 13.82<br>58                                 | 13.89<br>79                            | 14.09<br>93                                    | 14.44<br>04                       | 14.78<br>59                               | 15.14<br>15                                | 15.33<br>59                                |
| 0B             | 12.48<br>91                           | 12.79<br>81                           | 13.48<br>28                         | 13.82<br>58                                 | 13.89<br>79                            | 14.09<br>93                                    | 14.44<br>04                       | 14.78<br>59                               | 15.14<br>15                                | 15.33<br>59                                |
| 1              | 12.48<br>91                           | 12.79<br>81                           | 13.48<br>28                         | 13.82<br>58                                 | 13.89<br>79                            | 14.09<br>93                                    | 14.44<br>04                       | 14.78<br>59                               | 15.14<br>15                                | 15.33<br>59                                |
| 2              | 12.48<br>91                           | 12.79<br>81                           | 13.48<br>28                         | 13.82<br>58                                 | 13.89<br>79                            | 14.09<br>93                                    | 14.44<br>04                       | 14.78<br>59                               | 15.14<br>15                                | 15.33<br>59                                |
| 3              | 12.48<br>91                           | 12.79<br>81                           | 13.48<br>28                         | 13.82<br>58                                 | 13.89<br>79                            | 14.09<br>93                                    | 14.44<br>04                       | 14.78<br>59                               | 15.14<br>15                                | 15.33<br>59                                |
| 4              | 12.55<br>89                           | 12.86<br>97                           | 13.55<br>98                         | 13.90<br>51                                 | 13.97<br>79                            | 14.18<br>23                                    | 14.52<br>58                       | 14.87<br>33                               | 15.23<br>23                                | 15.42<br>85                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 12.55<br>89 | 12.86<br>97 | 13.55<br>98 | 13.90<br>51 | 13.97<br>79 | 14.18<br>23 | 14.52<br>58 | 14.87<br>33 | 15.23<br>23 | 15.42<br>85 |
| 6  | 12.65<br>10 | 12.96<br>51 | 13.66<br>23 | 14.01<br>15 | 14.08<br>51 | 14.29<br>27 | 14.63<br>97 | 14.99<br>11 | 15.35<br>35 | 15.55<br>10 |
| 7  | 12.65<br>10 | 12.96<br>51 | 13.66<br>23 | 14.01<br>15 | 14.08<br>51 | 14.29<br>27 | 14.63<br>97 | 14.99<br>11 | 15.35<br>35 | 15.55<br>10 |
| 8  | 12.74<br>38 | 13.06<br>05 | 13.76<br>50 | 14.11<br>76 | 14.19<br>17 | 14.40<br>25 | 14.75<br>33 | 15.10<br>83 | 15.47<br>40 | 15.67<br>44 |
| 9  | 12.74<br>38 | 13.06<br>05 | 13.76<br>50 | 14.11<br>76 | 14.19<br>17 | 14.40<br>25 | 14.75<br>33 | 15.10<br>83 | 15.47<br>40 | 15.67<br>44 |
| 10 | 12.83<br>60 | 13.15<br>60 | 13.86<br>76 | 14.22<br>35 | 14.29<br>88 | 14.51<br>30 | 14.86<br>74 | 15.22<br>49 | 15.59<br>48 | 15.79<br>73 |
| 11 | 12.83<br>60 | 13.15<br>60 | 13.86<br>76 | 14.22<br>35 | 14.29<br>88 | 14.51<br>30 | 14.86<br>74 | 15.22<br>49 | 15.59<br>48 | 15.79<br>73 |
| 12 | 12.92<br>84 | 13.25<br>17 | 13.96<br>99 | 14.32<br>97 | 14.40<br>56 | 14.62<br>31 | 14.98<br>05 | 15.34<br>25 | 15.71<br>58 | 15.92<br>05 |
| 13 | 12.92<br>84 | 13.25<br>17 | 13.96<br>99 | 14.32<br>97 | 14.40<br>56 | 14.62<br>31 | 14.98<br>05 | 15.34<br>25 | 15.71<br>58 | 15.92<br>05 |
| 14 | 13.02<br>10 | 13.34<br>71 | 14.07<br>24 | 14.43<br>62 | 14.51<br>26 | 14.73<br>36 | 15.09<br>47 | 15.45<br>96 | 15.83<br>68 | 16.04<br>34 |
| 15 | 13.02<br>10 | 13.34<br>71 | 14.07<br>24 | 14.43<br>62 | 14.51<br>26 | 14.73<br>36 | 15.09<br>47 | 15.45<br>96 | 15.83<br>68 | 16.04<br>34 |
| 16 | 13.11<br>33 | 13.44<br>26 | 14.17<br>52 | 14.54<br>18 | 14.61<br>93 | 14.84<br>37 | 15.20<br>87 | 15.57<br>74 | 15.95<br>77 | 16.16<br>70 |
| 17 | 13.11<br>33 | 13.44<br>26 | 14.17<br>52 | 14.54<br>18 | 14.61<br>93 | 14.84<br>37 | 15.20<br>87 | 15.57<br>74 | 15.95<br>77 | 16.16<br>70 |
| 18 | 13.20<br>55 | 13.53<br>82 | 14.27<br>80 | 14.64<br>80 | 14.72<br>64 | 14.95<br>40 | 15.32<br>23 | 15.69<br>44 | 16.07<br>92 | 16.28<br>97 |
| 19 | 13.20<br>55 | 13.53<br>82 | 14.27<br>80 | 14.64<br>80 | 14.72<br>64 | 14.95<br>40 | 15.32<br>23 | 15.69<br>44 | 16.07<br>92 | 16.28<br>97 |
| 20 | 13.29<br>85 | 13.63<br>39 | 14.38<br>06 | 14.75<br>43 | 14.83<br>31 | 15.06<br>40 | 15.43<br>63 | 15.81<br>18 | 16.19<br>97 | 16.41<br>26 |
| 21 | 13.29<br>85 | 13.63<br>39 | 14.38<br>06 | 14.75<br>43 | 14.83<br>31 | 15.06<br>40 | 15.43<br>63 | 15.81<br>18 | 16.19<br>97 | 16.41<br>26 |
| 22 | 13.39<br>05 | 13.72<br>90 | 14.48<br>30 | 14.85<br>98 | 14.94<br>03 | 15.17<br>49 | 15.55<br>01 | 15.92<br>93 | 16.32<br>10 | 16.53<br>58 |
| 23 | 13.39<br>05 | 13.72<br>90 | 14.48<br>30 | 14.85<br>98 | 14.94<br>03 | 15.17<br>49 | 15.55<br>01 | 15.92<br>93 | 16.32<br>10 | 16.53<br>58 |
| 24 | 13.48<br>28 | 13.82<br>47 | 14.58<br>56 | 14.96<br>67 | 15.04<br>70 | 15.28<br>50 | 15.66<br>35 | 16.04<br>64 | 16.44<br>18 | 16.65<br>89 |
| 25 | 13.48<br>28 | 13.82<br>47 | 14.58<br>56 | 14.96<br>67 | 15.04<br>70 | 15.28<br>50 | 15.66<br>35 | 16.04<br>64 | 16.44<br>18 | 16.65<br>89 |
| 26 | 13.57<br>54 | 13.92<br>01 | 14.68<br>83 | 15.07<br>26 | 15.15<br>38 | 15.39<br>50 | 15.77<br>75 | 16.16<br>37 | 16.56<br>23 | 16.78<br>17 |
| 27 | 13.57<br>54 | 13.92<br>01 | 14.68<br>83 | 15.07<br>26 | 15.15<br>38 | 15.39<br>50 | 15.77<br>75 | 16.16<br>37 | 16.56<br>23 | 16.78<br>17 |
| 28 | 13.66<br>80 | 14.01<br>60 | 14.79<br>10 | 15.17<br>81 | 15.26<br>08 | 15.50<br>52 | 15.89<br>08 | 16.28<br>10 | 16.68<br>35 | 16.90<br>50 |
| 29 | 13.80<br>64 | 14.15<br>95 | 14.94<br>53 | 15.33<br>75 | 15.42<br>12 | 15.67<br>14 | 16.06<br>11 | 16.45<br>71 | 16.86<br>53 | 17.09<br>01 |

### 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             | 12.48<br>91 | 12.79<br>81 | 13.48<br>28 | 13.82<br>58  | 13.89<br>79 | 14.09<br>93  | 14.44<br>04 | 14.78<br>59  | 15.14<br>15 | 15.33<br>59 |
| 0B             | 12.48<br>91 | 12.79<br>81 | 13.48<br>28 | 13.82<br>58  | 13.89<br>79 | 14.09<br>93  | 14.44<br>04 | 14.78<br>59  | 15.14<br>15 | 15.33<br>59 |
| 1              | 12.48<br>91 | 12.79<br>81 | 13.48<br>28 | 13.82<br>58  | 13.89<br>79 | 14.09<br>93  | 14.44<br>04 | 14.78<br>59  | 15.14<br>15 | 15.33<br>59 |
| 2              | 12.48<br>91 | 12.79<br>81 | 13.48<br>28 | 13.82<br>58  | 13.89<br>79 | 14.09<br>93  | 14.44<br>04 | 14.78<br>59  | 15.14<br>15 | 15.33<br>59 |
| 3              | 12.48<br>91 | 12.79<br>81 | 13.48<br>28 | 13.82<br>58  | 13.89<br>79 | 14.09<br>93  | 14.44<br>04 | 14.78<br>59  | 15.14<br>15 | 15.33<br>59 |
| 4              | 12.55<br>89 | 12.86<br>97 | 13.55<br>98 | 13.90<br>51  | 13.97<br>79 | 14.18<br>23  | 14.52<br>58 | 14.87<br>33  | 15.23<br>23 | 15.42<br>85 |
| 5              | 12.55<br>89 | 12.86<br>97 | 13.55<br>98 | 13.90<br>51  | 13.97<br>79 | 14.18<br>23  | 14.52<br>58 | 14.87<br>33  | 15.23<br>23 | 15.42<br>85 |
| 6              | 12.65<br>10 | 12.96<br>51 | 13.66<br>23 | 14.01<br>15  | 14.08<br>51 | 14.29<br>27  | 14.63<br>97 | 14.99<br>11  | 15.35<br>35 | 15.55<br>10 |
| 7              | 12.65<br>10 | 12.96<br>51 | 13.66<br>23 | 14.01<br>15  | 14.08<br>51 | 14.29<br>27  | 14.63<br>97 | 14.99<br>11  | 15.35<br>35 | 15.55<br>10 |
| 8              | 12.74<br>38 | 13.06<br>05 | 13.76<br>50 | 14.11<br>76  | 14.19<br>17 | 14.40<br>25  | 14.75<br>33 | 15.10<br>83  | 15.47<br>40 | 15.67<br>44 |
| 9              | 12.74<br>38 | 13.06<br>05 | 13.76<br>50 | 14.11<br>76  | 14.19<br>17 | 14.40<br>25  | 14.75<br>33 | 15.10<br>83  | 15.47<br>40 | 15.67<br>44 |
| 10             | 12.83<br>60 | 13.15<br>60 | 13.86<br>76 | 14.22<br>35  | 14.29<br>88 | 14.51<br>30  | 14.86<br>74 | 15.22<br>49  | 15.59<br>48 | 15.79<br>73 |
| 11             | 12.83<br>60 | 13.15<br>60 | 13.86<br>76 | 14.22<br>35  | 14.29<br>88 | 14.51<br>30  | 14.86<br>74 | 15.22<br>49  | 15.59<br>48 | 15.79<br>73 |
| 12             | 12.92<br>84 | 13.25<br>17 | 13.96<br>99 | 14.32<br>97  | 14.40<br>56 | 14.62<br>31  | 14.98<br>05 | 15.34<br>25  | 15.71<br>58 | 15.92<br>05 |
| 13             | 12.92<br>84 | 13.25<br>17 | 13.96<br>99 | 14.32<br>97  | 14.40<br>56 | 14.62<br>31  | 14.98<br>05 | 15.34<br>25  | 15.71<br>58 | 15.92<br>05 |
| 14             | 13.02<br>10 | 13.34<br>71 | 14.07<br>24 | 14.43<br>62  | 14.51<br>26 | 14.73<br>36  | 15.09<br>47 | 15.45<br>96  | 15.83<br>68 | 16.04<br>34 |
| 15             | 13.02<br>10 | 13.34<br>71 | 14.07<br>24 | 14.43<br>62  | 14.51<br>26 | 14.73<br>36  | 15.09<br>47 | 15.45<br>96  | 15.83<br>68 | 16.04<br>34 |
| 16             | 13.11<br>33 | 13.44<br>26 | 14.17<br>52 | 14.54<br>18  | 14.61<br>93 | 14.84<br>37  | 15.20<br>87 | 15.57<br>74  | 15.95<br>77 | 16.16<br>70 |
| 17             | 13.11<br>33 | 13.44<br>26 | 14.17<br>52 | 14.54<br>18  | 14.61<br>93 | 14.84<br>37  | 15.20<br>87 | 15.57<br>74  | 15.95<br>77 | 16.16<br>70 |
| 18             | 13.20<br>55 | 13.53<br>82 | 14.27<br>80 | 14.64<br>80  | 14.72<br>64 | 14.95<br>40  | 15.32<br>23 | 15.69<br>44  | 16.07<br>92 | 16.28<br>97 |
| 19             | 13.20<br>55 | 13.53<br>82 | 14.27<br>80 | 14.64<br>80  | 14.72<br>64 | 14.95<br>40  | 15.32<br>23 | 15.69<br>44  | 16.07<br>92 | 16.28<br>97 |
| 20             | 13.29<br>85 | 13.63<br>39 | 14.38<br>06 | 14.75<br>43  | 14.83<br>31 | 15.06<br>40  | 15.43<br>63 | 15.81<br>18  | 16.19<br>97 | 16.41<br>26 |
| 21             | 13.29<br>85 | 13.63<br>39 | 14.38<br>06 | 14.75<br>43  | 14.83<br>31 | 15.06<br>40  | 15.43<br>63 | 15.81<br>18  | 16.19<br>97 | 16.41<br>26 |
| 22             | 13.39<br>05 | 13.72<br>90 | 14.48<br>30 | 14.85<br>98  | 14.94<br>03 | 15.17<br>49  | 15.55<br>01 | 15.92<br>93  | 16.32<br>10 | 16.53<br>58 |
| 23             | 13.39<br>05 | 13.72<br>90 | 14.48<br>30 | 14.85<br>98  | 14.94<br>03 | 15.17<br>49  | 15.55<br>01 | 15.92<br>93  | 16.32<br>10 | 16.53<br>58 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 13.48<br>28 | 13.82<br>47 | 14.58<br>56 | 14.96<br>67 | 15.04<br>70 | 15.28<br>50 | 15.66<br>35 | 16.04<br>64 | 16.44<br>18 | 16.65<br>89 |
| 25 | 13.48<br>28 | 13.82<br>47 | 14.58<br>56 | 14.96<br>67 | 15.04<br>70 | 15.28<br>50 | 15.66<br>35 | 16.04<br>64 | 16.44<br>18 | 16.65<br>89 |
| 26 | 13.57<br>54 | 13.92<br>01 | 14.68<br>83 | 15.07<br>26 | 15.15<br>38 | 15.39<br>50 | 15.77<br>75 | 16.16<br>37 | 16.56<br>23 | 16.78<br>17 |
| 27 | 13.57<br>54 | 13.92<br>01 | 14.68<br>83 | 15.07<br>26 | 15.15<br>38 | 15.39<br>50 | 15.77<br>75 | 16.16<br>37 | 16.56<br>23 | 16.78<br>17 |
| 28 | 13.66<br>80 | 14.01<br>60 | 14.79<br>10 | 15.17<br>81 | 15.26<br>08 | 15.50<br>52 | 15.89<br>08 | 16.28<br>10 | 16.68<br>35 | 16.90<br>50 |
| 29 | 13.80<br>64 | 14.15<br>95 | 14.94<br>53 | 15.33<br>75 | 15.42<br>12 | 15.67<br>14 | 16.06<br>11 | 16.45<br>71 | 16.86<br>53 | 17.09<br>01 |

## 2. : Etudiants ouvriers

| Age |         |
|-----|---------|
| 21  | 11.0499 |
| 20  | 9.7878  |
| 19  | 9.1630  |
| 18  | 8.5383  |
| 17  | 7.9135  |
| 16  | 7.2888  |
| 15  | 7.2888  |

## 3. : Etudiants employés

| Age |           |
|-----|-----------|
| 21  | 1771.6443 |
| 20  | 1569.2900 |
| 19  | 1469.1200 |
| 18  | 1368.9600 |
| 17  | 1268.7900 |
| 16  | 1168.6200 |
| 15  | 1168.6200 |