

# Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/02/2022 (Dernière actualisation de la page 13/06/2022)

Indexation de 2,00 % en 2/2022.

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         | 13.8<br>990 | 14.1<br>897 | 14.7<br>950 | 15.0<br>858 | 15.6<br>908 | 15.9<br>814 | 16.4<br>658 | 16.7<br>566 | 17.2<br>403 | 17.5<br>310 | 17.8<br>214 |
| 0B         | 13.8<br>990 | 14.1<br>897 | 14.7<br>950 | 15.0<br>858 | 15.6<br>908 | 15.9<br>814 | 16.4<br>658 | 16.7<br>566 | 17.2<br>403 | 17.5<br>310 | 17.8<br>214 |
| 1          | 13.8<br>990 | 14.1<br>897 | 14.7<br>950 | 15.0<br>858 | 15.6<br>908 | 15.9<br>814 | 16.4<br>658 | 16.7<br>566 | 17.2<br>403 | 17.5<br>310 | 17.8<br>214 |
| 2          | 13.8<br>990 | 14.1<br>897 | 14.7<br>950 | 15.0<br>858 | 15.6<br>908 | 15.9<br>814 | 16.4<br>658 | 16.7<br>566 | 17.2<br>403 | 17.5<br>310 | 17.8<br>214 |
| 3          | 13.8<br>990 | 14.1<br>897 | 14.7<br>950 | 15.0<br>858 | 15.6<br>908 | 15.9<br>814 | 16.4<br>658 | 16.7<br>566 | 17.2<br>403 | 17.5<br>310 | 17.8<br>214 |
| 4          | 14.0<br>298 | 14.3<br>237 | 14.9<br>354 | 15.2<br>294 | 15.8<br>413 | 16.1<br>353 | 16.6<br>247 | 16.9<br>181 | 17.4<br>082 | 17.7<br>016 | 17.9<br>949 |
| 5          | 14.0<br>298 | 14.3<br>237 | 14.9<br>354 | 15.2<br>294 | 15.8<br>413 | 16.1<br>353 | 16.6<br>247 | 16.9<br>181 | 17.4<br>082 | 17.7<br>016 | 17.9<br>949 |
| 6          | 14.2<br>916 | 14.5<br>917 | 15.2<br>169 | 15.5<br>169 | 16.1<br>421 | 16.4<br>420 | 16.9<br>419 | 17.2<br>425 | 17.7<br>425 | 18.0<br>423 | 18.3<br>420 |
| 7          | 14.2<br>916 | 14.5<br>917 | 15.2<br>169 | 15.5<br>169 | 16.1<br>421 | 16.4<br>420 | 16.9<br>419 | 17.2<br>425 | 17.7<br>425 | 18.0<br>423 | 18.3<br>420 |
| 8          | 14.5<br>534 | 14.8<br>594 | 15.4<br>978 | 15.8<br>047 | 16.4<br>427 | 16.7<br>492 | 17.2<br>599 | 17.5<br>660 | 18.0<br>770 | 18.3<br>836 | 18.6<br>899 |
| 9          | 14.5<br>534 | 14.8<br>594 | 15.4<br>978 | 15.8<br>047 | 16.4<br>427 | 16.7<br>492 | 17.2<br>599 | 17.5<br>660 | 18.0<br>770 | 18.3<br>836 | 18.6<br>899 |
| 10         | 14.8<br>152 | 15.1<br>282 | 15.7<br>793 | 16.0<br>921 | 16.7<br>436 | 17.0<br>564 | 17.5<br>780 | 17.8<br>901 | 18.4<br>116 | 18.7<br>243 | 19.0<br>371 |
| 11         | 14.8<br>152 | 15.1<br>282 | 15.7<br>793 | 16.0<br>921 | 16.7<br>436 | 17.0<br>564 | 17.5<br>780 | 17.8<br>901 | 18.4<br>116 | 18.7<br>243 | 19.0<br>371 |
| 12         | 14.9<br>535 | 15.2<br>694 | 15.9<br>283 | 16.2<br>441 | 16.9<br>030 | 17.2<br>189 | 17.7<br>460 | 18.0<br>614 | 18.5<br>887 | 18.9<br>050 | 19.2<br>212 |
| 13         | 14.9<br>535 | 15.2<br>694 | 15.9<br>283 | 16.2<br>441 | 16.9<br>030 | 17.2<br>189 | 17.7<br>460 | 18.0<br>614 | 18.5<br>887 | 18.9<br>050 | 19.2<br>212 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 15.0<br>924 | 15.4<br>117 | 16.0<br>769 | 16.3<br>963 | 17.0<br>622 | 17.3<br>818 | 17.9<br>141 | 18.2<br>334 | 18.7<br>662 | 19.0<br>853 | 19.4<br>050 |
| 15 | 15.0<br>924 | 15.4<br>117 | 16.0<br>769 | 16.3<br>963 | 17.0<br>622 | 17.3<br>818 | 17.9<br>141 | 18.2<br>334 | 18.7<br>662 | 19.0<br>853 | 19.4<br>050 |
| 16 | 15.2<br>305 | 15.5<br>540 | 16.2<br>265 | 16.5<br>487 | 17.2<br>217 | 17.5<br>441 | 18.0<br>822 | 18.4<br>051 | 18.9<br>429 | 19.2<br>662 | 19.5<br>890 |
| 17 | 15.2<br>305 | 15.5<br>540 | 16.2<br>265 | 16.5<br>487 | 17.2<br>217 | 17.5<br>441 | 18.0<br>822 | 18.4<br>051 | 18.9<br>429 | 19.2<br>662 | 19.5<br>890 |
| 18 | 15.3<br>694 | 15.6<br>956 | 16.3<br>752 | 16.7<br>017 | 17.3<br>812 | 17.7<br>071 | 18.2<br>502 | 18.5<br>765 | 19.1<br>203 | 19.4<br>464 | 19.7<br>724 |
| 19 | 15.3<br>694 | 15.6<br>956 | 16.3<br>752 | 16.7<br>017 | 17.3<br>812 | 17.7<br>071 | 18.2<br>502 | 18.5<br>765 | 19.1<br>203 | 19.4<br>464 | 19.7<br>724 |
| 20 | 15.5<br>082 | 15.8<br>375 | 16.5<br>243 | 16.8<br>538 | 17.5<br>402 | 17.8<br>695 | 18.4<br>195 | 18.7<br>488 | 19.2<br>978 | 19.6<br>269 | 19.9<br>562 |
| 21 | 15.5<br>082 | 15.8<br>375 | 16.5<br>243 | 16.8<br>538 | 17.5<br>402 | 17.8<br>695 | 18.4<br>195 | 18.7<br>488 | 19.2<br>978 | 19.6<br>269 | 19.9<br>562 |
| 22 | 15.6<br>468 | 15.9<br>798 | 16.6<br>730 | 17.0<br>061 | 17.6<br>999 | 18.0<br>320 | 18.5<br>876 | 18.9<br>205 | 19.4<br>748 | 19.8<br>078 | 20.1<br>409 |
| 23 | 15.6<br>468 | 15.9<br>798 | 16.6<br>730 | 17.0<br>061 | 17.6<br>999 | 18.0<br>320 | 18.5<br>876 | 18.9<br>205 | 19.4<br>748 | 19.8<br>078 | 20.1<br>409 |
| 24 | 15.7<br>854 | 16.1<br>219 | 16.8<br>225 | 17.1<br>582 | 17.8<br>589 | 18.1<br>950 | 18.7<br>554 | 19.0<br>921 | 19.6<br>521 | 19.9<br>886 | 20.3<br>249 |
| 25 | 15.7<br>854 | 16.1<br>219 | 16.8<br>225 | 17.1<br>582 | 17.8<br>589 | 18.1<br>950 | 18.7<br>554 | 19.0<br>921 | 19.6<br>521 | 19.9<br>886 | 20.3<br>249 |
| 26 | 15.9<br>240 | 16.2<br>639 | 16.9<br>714 | 17.3<br>112 | 18.0<br>182 | 18.3<br>579 | 18.9<br>236 | 19.2<br>633 | 19.8<br>296 | 20.1<br>690 | 20.5<br>085 |
| 27 | 15.9<br>240 | 16.2<br>639 | 16.9<br>714 | 17.3<br>112 | 18.0<br>182 | 18.3<br>579 | 18.9<br>236 | 19.2<br>633 | 19.8<br>296 | 20.1<br>690 | 20.5<br>085 |
| 28 | 16.0<br>625 | 16.4<br>059 | 17.1<br>200 | 17.4<br>633 | 18.1<br>776 | 18.5<br>205 | 19.0<br>923 | 19.4<br>353 | 20.0<br>066 | 20.3<br>497 | 20.6<br>927 |
| 29 | 16.2<br>012 | 16.5<br>476 | 17.2<br>689 | 17.6<br>158 | 18.3<br>367 | 18.6<br>835 | 19.2<br>612 | 19.6<br>063 | 20.1<br>838 | 20.5<br>298 | 20.8<br>762 |

## 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             | 13.79<br>06                           | 14.13<br>19                           | 14.88<br>80                         | 15.26<br>65                                 | 15.34<br>62                            | 15.56<br>86                                    | 15.94<br>52                       | 16.32<br>67                               | 16.71<br>92                                | 16.93<br>39                                |
| 0B             | 13.79<br>06                           | 14.13<br>19                           | 14.88<br>80                         | 15.26<br>65                                 | 15.34<br>62                            | 15.56<br>86                                    | 15.94<br>52                       | 16.32<br>67                               | 16.71<br>92                                | 16.93<br>39                                |
| 1              | 13.79<br>06                           | 14.13<br>19                           | 14.88<br>80                         | 15.26<br>65                                 | 15.34<br>62                            | 15.56<br>86                                    | 15.94<br>52                       | 16.32<br>67                               | 16.71<br>92                                | 16.93<br>39                                |
| 2              | 13.79<br>06                           | 14.13<br>19                           | 14.88<br>80                         | 15.26<br>65                                 | 15.34<br>62                            | 15.56<br>86                                    | 15.94<br>52                       | 16.32<br>67                               | 16.71<br>92                                | 16.93<br>39                                |
| 3              | 13.79<br>06                           | 14.13<br>19                           | 14.88<br>80                         | 15.26<br>65                                 | 15.34<br>62                            | 15.56<br>86                                    | 15.94<br>52                       | 16.32<br>67                               | 16.71<br>92                                | 16.93<br>39                                |
| 4              | 13.86<br>77                           | 14.21<br>08                           | 14.97<br>30                         | 15.35<br>42                                 | 15.43<br>45                            | 15.66<br>02                                    | 16.03<br>95                       | 16.42<br>33                               | 16.81<br>96                                | 17.03<br>63                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 13.86<br>77 | 14.21<br>08 | 14.97<br>30 | 15.35<br>42 | 15.43<br>45 | 15.66<br>02 | 16.03<br>95 | 16.42<br>33 | 16.81<br>96 | 17.03<br>63 |
| 6  | 13.96<br>94 | 14.31<br>61 | 15.08<br>61 | 15.47<br>16 | 15.55<br>28 | 15.78<br>23 | 16.16<br>53 | 16.55<br>33 | 16.95<br>34 | 17.17<br>16 |
| 7  | 13.96<br>94 | 14.31<br>61 | 15.08<br>61 | 15.47<br>16 | 15.55<br>28 | 15.78<br>23 | 16.16<br>53 | 16.55<br>33 | 16.95<br>34 | 17.17<br>16 |
| 8  | 14.07<br>18 | 14.42<br>15 | 15.19<br>94 | 15.58<br>89 | 15.67<br>06 | 15.90<br>34 | 16.29<br>07 | 16.68<br>29 | 17.08<br>65 | 17.30<br>78 |
| 9  | 14.07<br>18 | 14.42<br>15 | 15.19<br>94 | 15.58<br>89 | 15.67<br>06 | 15.90<br>34 | 16.29<br>07 | 16.68<br>29 | 17.08<br>65 | 17.30<br>78 |
| 10 | 14.17<br>37 | 14.52<br>68 | 15.31<br>28 | 15.70<br>57 | 15.78<br>89 | 16.02<br>54 | 16.41<br>66 | 16.81<br>15 | 17.21<br>98 | 17.44<br>34 |
| 11 | 14.17<br>37 | 14.52<br>68 | 15.31<br>28 | 15.70<br>57 | 15.78<br>89 | 16.02<br>54 | 16.41<br>66 | 16.81<br>15 | 17.21<br>98 | 17.44<br>34 |
| 12 | 14.27<br>57 | 14.63<br>27 | 15.42<br>58 | 15.82<br>31 | 15.90<br>68 | 16.14<br>71 | 16.54<br>15 | 16.94<br>14 | 17.35<br>37 | 17.57<br>96 |
| 13 | 14.27<br>57 | 14.63<br>27 | 15.42<br>58 | 15.82<br>31 | 15.90<br>68 | 16.14<br>71 | 16.54<br>15 | 16.94<br>14 | 17.35<br>37 | 17.57<br>96 |
| 14 | 14.37<br>79 | 14.73<br>81 | 15.53<br>89 | 15.94<br>06 | 16.02<br>49 | 16.26<br>89 | 16.66<br>77 | 17.07<br>05 | 17.48<br>72 | 17.71<br>53 |
| 15 | 14.37<br>79 | 14.73<br>81 | 15.53<br>89 | 15.94<br>06 | 16.02<br>49 | 16.26<br>89 | 16.66<br>77 | 17.07<br>05 | 17.48<br>72 | 17.71<br>53 |
| 16 | 14.47<br>99 | 14.84<br>36 | 15.65<br>23 | 16.05<br>71 | 16.14<br>28 | 16.39<br>06 | 16.79<br>36 | 17.20<br>07 | 17.62<br>07 | 17.85<br>17 |
| 17 | 14.47<br>99 | 14.84<br>36 | 15.65<br>23 | 16.05<br>71 | 16.14<br>28 | 16.39<br>06 | 16.79<br>36 | 17.20<br>07 | 17.62<br>07 | 17.85<br>17 |
| 18 | 14.58<br>16 | 14.94<br>90 | 15.76<br>59 | 16.17<br>45 | 16.26<br>09 | 16.51<br>25 | 16.91<br>89 | 17.32<br>99 | 17.75<br>47 | 17.98<br>73 |
| 19 | 14.58<br>16 | 14.94<br>90 | 15.76<br>59 | 16.17<br>45 | 16.26<br>09 | 16.51<br>25 | 16.91<br>89 | 17.32<br>99 | 17.75<br>47 | 17.98<br>73 |
| 20 | 14.68<br>44 | 15.05<br>46 | 15.87<br>92 | 16.29<br>17 | 16.37<br>90 | 16.63<br>39 | 17.04<br>50 | 17.45<br>94 | 17.88<br>79 | 18.12<br>31 |
| 21 | 14.68<br>44 | 15.05<br>46 | 15.87<br>92 | 16.29<br>17 | 16.37<br>90 | 16.63<br>39 | 17.04<br>50 | 17.45<br>94 | 17.88<br>79 | 18.12<br>31 |
| 22 | 14.78<br>60 | 15.15<br>98 | 15.99<br>24 | 16.40<br>84 | 16.49<br>73 | 16.75<br>62 | 17.17<br>06 | 17.58<br>93 | 18.02<br>18 | 18.25<br>89 |
| 23 | 14.78<br>60 | 15.15<br>98 | 15.99<br>24 | 16.40<br>84 | 16.49<br>73 | 16.75<br>62 | 17.17<br>06 | 17.58<br>93 | 18.02<br>18 | 18.25<br>89 |
| 24 | 14.88<br>80 | 15.26<br>54 | 16.10<br>56 | 16.52<br>63 | 16.61<br>50 | 16.87<br>79 | 17.29<br>59 | 17.71<br>85 | 18.15<br>52 | 18.39<br>49 |
| 25 | 14.88<br>80 | 15.26<br>54 | 16.10<br>56 | 16.52<br>63 | 16.61<br>50 | 16.87<br>79 | 17.29<br>59 | 17.71<br>85 | 18.15<br>52 | 18.39<br>49 |
| 26 | 14.99<br>01 | 15.37<br>07 | 16.21<br>90 | 16.64<br>34 | 16.73<br>31 | 16.99<br>93 | 17.42<br>17 | 17.84<br>81 | 18.28<br>83 | 18.53<br>04 |
| 27 | 14.99<br>01 | 15.37<br>07 | 16.21<br>90 | 16.64<br>34 | 16.73<br>31 | 16.99<br>93 | 17.42<br>17 | 17.84<br>81 | 18.28<br>83 | 18.53<br>04 |
| 28 | 15.09<br>24 | 15.47<br>66 | 16.33<br>23 | 16.75<br>99 | 16.85<br>10 | 17.12<br>10 | 17.54<br>68 | 17.97<br>76 | 18.42<br>21 | 18.66<br>66 |
| 29 | 15.24<br>51 | 15.63<br>52 | 16.50<br>28 | 16.93<br>59 | 17.02<br>81 | 17.30<br>44 | 17.73<br>48 | 18.17<br>20 | 18.62<br>29 | 18.87<br>10 |

### 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             | 13.79<br>06 | 14.13<br>19 | 14.88<br>80 | 15.26<br>65  | 15.34<br>62 | 15.56<br>86  | 15.94<br>52 | 16.32<br>67  | 16.71<br>92 | 16.93<br>39 |
| 0B             | 13.79<br>06 | 14.13<br>19 | 14.88<br>80 | 15.26<br>65  | 15.34<br>62 | 15.56<br>86  | 15.94<br>52 | 16.32<br>67  | 16.71<br>92 | 16.93<br>39 |
| 1              | 13.79<br>06 | 14.13<br>19 | 14.88<br>80 | 15.26<br>65  | 15.34<br>62 | 15.56<br>86  | 15.94<br>52 | 16.32<br>67  | 16.71<br>92 | 16.93<br>39 |
| 2              | 13.79<br>06 | 14.13<br>19 | 14.88<br>80 | 15.26<br>65  | 15.34<br>62 | 15.56<br>86  | 15.94<br>52 | 16.32<br>67  | 16.71<br>92 | 16.93<br>39 |
| 3              | 13.79<br>06 | 14.13<br>19 | 14.88<br>80 | 15.26<br>65  | 15.34<br>62 | 15.56<br>86  | 15.94<br>52 | 16.32<br>67  | 16.71<br>92 | 16.93<br>39 |
| 4              | 13.86<br>77 | 14.21<br>08 | 14.97<br>30 | 15.35<br>42  | 15.43<br>45 | 15.66<br>02  | 16.03<br>95 | 16.42<br>33  | 16.81<br>96 | 17.03<br>63 |
| 5              | 13.86<br>77 | 14.21<br>08 | 14.97<br>30 | 15.35<br>42  | 15.43<br>45 | 15.66<br>02  | 16.03<br>95 | 16.42<br>33  | 16.81<br>96 | 17.03<br>63 |
| 6              | 13.96<br>94 | 14.31<br>61 | 15.08<br>61 | 15.47<br>16  | 15.55<br>28 | 15.78<br>23  | 16.16<br>53 | 16.55<br>33  | 16.95<br>34 | 17.17<br>16 |
| 7              | 13.96<br>94 | 14.31<br>61 | 15.08<br>61 | 15.47<br>16  | 15.55<br>28 | 15.78<br>23  | 16.16<br>53 | 16.55<br>33  | 16.95<br>34 | 17.17<br>16 |
| 8              | 14.07<br>18 | 14.42<br>15 | 15.19<br>94 | 15.58<br>89  | 15.67<br>06 | 15.90<br>34  | 16.29<br>07 | 16.68<br>29  | 17.08<br>65 | 17.30<br>78 |
| 9              | 14.07<br>18 | 14.42<br>15 | 15.19<br>94 | 15.58<br>89  | 15.67<br>06 | 15.90<br>34  | 16.29<br>07 | 16.68<br>29  | 17.08<br>65 | 17.30<br>78 |
| 10             | 14.17<br>37 | 14.52<br>68 | 15.31<br>28 | 15.70<br>57  | 15.78<br>89 | 16.02<br>54  | 16.41<br>66 | 16.81<br>15  | 17.21<br>98 | 17.44<br>34 |
| 11             | 14.17<br>37 | 14.52<br>68 | 15.31<br>28 | 15.70<br>57  | 15.78<br>89 | 16.02<br>54  | 16.41<br>66 | 16.81<br>15  | 17.21<br>98 | 17.44<br>34 |
| 12             | 14.27<br>57 | 14.63<br>27 | 15.42<br>58 | 15.82<br>31  | 15.90<br>68 | 16.14<br>71  | 16.54<br>15 | 16.94<br>14  | 17.35<br>37 | 17.57<br>96 |
| 13             | 14.27<br>57 | 14.63<br>27 | 15.42<br>58 | 15.82<br>31  | 15.90<br>68 | 16.14<br>71  | 16.54<br>15 | 16.94<br>14  | 17.35<br>37 | 17.57<br>96 |
| 14             | 14.37<br>79 | 14.73<br>81 | 15.53<br>89 | 15.94<br>06  | 16.02<br>49 | 16.26<br>89  | 16.66<br>77 | 17.07<br>05  | 17.48<br>72 | 17.71<br>53 |
| 15             | 14.37<br>79 | 14.73<br>81 | 15.53<br>89 | 15.94<br>06  | 16.02<br>49 | 16.26<br>89  | 16.66<br>77 | 17.07<br>05  | 17.48<br>72 | 17.71<br>53 |
| 16             | 14.47<br>99 | 14.84<br>36 | 15.65<br>23 | 16.05<br>71  | 16.14<br>28 | 16.39<br>06  | 16.79<br>36 | 17.20<br>07  | 17.62<br>07 | 17.85<br>17 |
| 17             | 14.47<br>99 | 14.84<br>36 | 15.65<br>23 | 16.05<br>71  | 16.14<br>28 | 16.39<br>06  | 16.79<br>36 | 17.20<br>07  | 17.62<br>07 | 17.85<br>17 |
| 18             | 14.58<br>16 | 14.94<br>90 | 15.76<br>59 | 16.17<br>45  | 16.26<br>09 | 16.51<br>25  | 16.91<br>89 | 17.32<br>99  | 17.75<br>47 | 17.98<br>73 |
| 19             | 14.58<br>16 | 14.94<br>90 | 15.76<br>59 | 16.17<br>45  | 16.26<br>09 | 16.51<br>25  | 16.91<br>89 | 17.32<br>99  | 17.75<br>47 | 17.98<br>73 |
| 20             | 14.68<br>44 | 15.05<br>46 | 15.87<br>92 | 16.29<br>17  | 16.37<br>90 | 16.63<br>39  | 17.04<br>50 | 17.45<br>94  | 17.88<br>79 | 18.12<br>31 |
| 21             | 14.68<br>44 | 15.05<br>46 | 15.87<br>92 | 16.29<br>17  | 16.37<br>90 | 16.63<br>39  | 17.04<br>50 | 17.45<br>94  | 17.88<br>79 | 18.12<br>31 |
| 22             | 14.78<br>60 | 15.15<br>98 | 15.99<br>24 | 16.40<br>84  | 16.49<br>73 | 16.75<br>62  | 17.17<br>06 | 17.58<br>93  | 18.02<br>18 | 18.25<br>89 |
| 23             | 14.78<br>60 | 15.15<br>98 | 15.99<br>24 | 16.40<br>84  | 16.49<br>73 | 16.75<br>62  | 17.17<br>06 | 17.58<br>93  | 18.02<br>18 | 18.25<br>89 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 14.88<br>80 | 15.26<br>54 | 16.10<br>56 | 16.52<br>63 | 16.61<br>50 | 16.87<br>79 | 17.29<br>59 | 17.71<br>85 | 18.15<br>52 | 18.39<br>49 |
| 25 | 14.88<br>80 | 15.26<br>54 | 16.10<br>56 | 16.52<br>63 | 16.61<br>50 | 16.87<br>79 | 17.29<br>59 | 17.71<br>85 | 18.15<br>52 | 18.39<br>49 |
| 26 | 14.99<br>01 | 15.37<br>07 | 16.21<br>90 | 16.64<br>34 | 16.73<br>31 | 16.99<br>93 | 17.42<br>17 | 17.84<br>81 | 18.28<br>83 | 18.53<br>04 |
| 27 | 14.99<br>01 | 15.37<br>07 | 16.21<br>90 | 16.64<br>34 | 16.73<br>31 | 16.99<br>93 | 17.42<br>17 | 17.84<br>81 | 18.28<br>83 | 18.53<br>04 |
| 28 | 15.09<br>24 | 15.47<br>66 | 16.33<br>23 | 16.75<br>99 | 16.85<br>10 | 17.12<br>10 | 17.54<br>68 | 17.97<br>76 | 18.42<br>21 | 18.66<br>66 |
| 29 | 15.24<br>51 | 15.63<br>52 | 16.50<br>28 | 16.93<br>59 | 17.02<br>81 | 17.30<br>44 | 17.73<br>48 | 18.17<br>20 | 18.62<br>29 | 18.87<br>10 |

## 2. : Etudiants ouvriers

| Age |         |
|-----|---------|
| 21  | 12.9467 |
| 20  | 9.7878  |
| 19  | 9.1630  |
| 18  | 8.5383  |
| 17  | 7.9135  |
| 16  | 7.2888  |
| 15  | 7.2888  |

## 3. : Etudiants employés

| Age |         |
|-----|---------|
| 21  | 2075.75 |
| 20  | 1569.29 |
| 19  | 1469.12 |
| 18  | 1368.96 |
| 17  | 1268.79 |
| 16  | 1168.62 |
| 15  | 1168.62 |