

# Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/04/2022 (Dernière actualisation de la page 13/06/2022)

Indexation de 2,00 % en 4/2022.

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        |
| OA         | 14.1<br>770 | 14.4<br>735 | 15.0<br>909 | 15.3<br>875 | 16.0<br>046 | 16.3<br>010 | 16.7<br>951 | 17.0<br>917 | 17.5<br>851 | 17.8<br>816 | 18.1<br>778 |
| OB         | 14.1<br>770 | 14.4<br>735 | 15.0<br>909 | 15.3<br>875 | 16.0<br>046 | 16.3<br>010 | 16.7<br>951 | 17.0<br>917 | 17.5<br>851 | 17.8<br>816 | 18.1<br>778 |
| 1          | 14.1<br>770 | 14.4<br>735 | 15.0<br>909 | 15.3<br>875 | 16.0<br>046 | 16.3<br>010 | 16.7<br>951 | 17.0<br>917 | 17.5<br>851 | 17.8<br>816 | 18.1<br>778 |
| 2          | 14.1<br>770 | 14.4<br>735 | 15.0<br>909 | 15.3<br>875 | 16.0<br>046 | 16.3<br>010 | 16.7<br>951 | 17.0<br>917 | 17.5<br>851 | 17.8<br>816 | 18.1<br>778 |
| 3          | 14.1<br>770 | 14.4<br>735 | 15.0<br>909 | 15.3<br>875 | 16.0<br>046 | 16.3<br>010 | 16.7<br>951 | 17.0<br>917 | 17.5<br>851 | 17.8<br>816 | 18.1<br>778 |
| 4          | 14.3<br>104 | 14.6<br>102 | 15.2<br>341 | 15.5<br>340 | 16.1<br>581 | 16.4<br>580 | 16.9<br>572 | 17.2<br>565 | 17.7<br>564 | 18.0<br>556 | 18.3<br>548 |
| 5          | 14.3<br>104 | 14.6<br>102 | 15.2<br>341 | 15.5<br>340 | 16.1<br>581 | 16.4<br>580 | 16.9<br>572 | 17.2<br>565 | 17.7<br>564 | 18.0<br>556 | 18.3<br>548 |
| 6          | 14.5<br>774 | 14.8<br>835 | 15.5<br>212 | 15.8<br>272 | 16.4<br>649 | 16.7<br>708 | 17.2<br>807 | 17.5<br>874 | 18.0<br>974 | 18.4<br>031 | 18.7<br>088 |
| 7          | 14.5<br>774 | 14.8<br>835 | 15.5<br>212 | 15.8<br>272 | 16.4<br>649 | 16.7<br>708 | 17.2<br>807 | 17.5<br>874 | 18.0<br>974 | 18.4<br>031 | 18.7<br>088 |
| 8          | 14.8<br>445 | 15.1<br>566 | 15.8<br>078 | 16.1<br>208 | 16.7<br>716 | 17.0<br>842 | 17.6<br>051 | 17.9<br>173 | 18.4<br>385 | 18.7<br>513 | 19.0<br>637 |
| 9          | 14.8<br>445 | 15.1<br>566 | 15.8<br>078 | 16.1<br>208 | 16.7<br>716 | 17.0<br>842 | 17.6<br>051 | 17.9<br>173 | 18.4<br>385 | 18.7<br>513 | 19.0<br>637 |
| 10         | 15.1<br>115 | 15.4<br>308 | 16.0<br>949 | 16.4<br>139 | 17.0<br>785 | 17.3<br>975 | 17.9<br>296 | 18.2<br>479 | 18.7<br>798 | 19.0<br>988 | 19.4<br>178 |
| 11         | 15.1<br>115 | 15.4<br>308 | 16.0<br>949 | 16.4<br>139 | 17.0<br>785 | 17.3<br>975 | 17.9<br>296 | 18.2<br>479 | 18.7<br>798 | 19.0<br>988 | 19.4<br>178 |
| 12         | 15.2<br>526 | 15.5<br>748 | 16.2<br>469 | 16.5<br>690 | 17.2<br>411 | 17.5<br>633 | 18.1<br>009 | 18.4<br>226 | 18.9<br>605 | 19.2<br>831 | 19.6<br>056 |
| 13         | 15.2<br>526 | 15.5<br>748 | 16.2<br>469 | 16.5<br>690 | 17.2<br>411 | 17.5<br>633 | 18.1<br>009 | 18.4<br>226 | 18.9<br>605 | 19.2<br>831 | 19.6<br>056 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 15.3<br>942 | 15.7<br>199 | 16.3<br>984 | 16.7<br>242 | 17.4<br>034 | 17.7<br>294 | 18.2<br>724 | 18.5<br>981 | 19.1<br>415 | 19.4<br>670 | 19.7<br>931 |
| 15 | 15.3<br>942 | 15.7<br>199 | 16.3<br>984 | 16.7<br>242 | 17.4<br>034 | 17.7<br>294 | 18.2<br>724 | 18.5<br>981 | 19.1<br>415 | 19.4<br>670 | 19.7<br>931 |
| 16 | 15.5<br>351 | 15.8<br>651 | 16.5<br>510 | 16.8<br>797 | 17.5<br>661 | 17.8<br>950 | 18.4<br>438 | 18.7<br>732 | 19.3<br>218 | 19.6<br>515 | 19.9<br>808 |
| 17 | 15.5<br>351 | 15.8<br>651 | 16.5<br>510 | 16.8<br>797 | 17.5<br>661 | 17.8<br>950 | 18.4<br>438 | 18.7<br>732 | 19.3<br>218 | 19.6<br>515 | 19.9<br>808 |
| 18 | 15.6<br>768 | 16.0<br>095 | 16.7<br>027 | 17.0<br>357 | 17.7<br>288 | 18.0<br>612 | 18.6<br>152 | 18.9<br>480 | 19.5<br>027 | 19.8<br>353 | 20.1<br>678 |
| 19 | 15.6<br>768 | 16.0<br>095 | 16.7<br>027 | 17.0<br>357 | 17.7<br>288 | 18.0<br>612 | 18.6<br>152 | 18.9<br>480 | 19.5<br>027 | 19.8<br>353 | 20.1<br>678 |
| 20 | 15.8<br>184 | 16.1<br>543 | 16.8<br>548 | 17.1<br>909 | 17.8<br>910 | 18.2<br>269 | 18.7<br>879 | 19.1<br>238 | 19.6<br>838 | 20.0<br>194 | 20.3<br>553 |
| 21 | 15.8<br>184 | 16.1<br>543 | 16.8<br>548 | 17.1<br>909 | 17.8<br>910 | 18.2<br>269 | 18.7<br>879 | 19.1<br>238 | 19.6<br>838 | 20.0<br>194 | 20.3<br>553 |
| 22 | 15.9<br>597 | 16.2<br>994 | 17.0<br>065 | 17.3<br>462 | 18.0<br>539 | 18.3<br>926 | 18.9<br>594 | 19.2<br>989 | 19.8<br>643 | 20.2<br>040 | 20.5<br>437 |
| 23 | 15.9<br>597 | 16.2<br>994 | 17.0<br>065 | 17.3<br>462 | 18.0<br>539 | 18.3<br>926 | 18.9<br>594 | 19.2<br>989 | 19.8<br>643 | 20.2<br>040 | 20.5<br>437 |
| 24 | 16.1<br>011 | 16.4<br>443 | 17.1<br>590 | 17.5<br>014 | 18.2<br>161 | 18.5<br>589 | 19.1<br>305 | 19.4<br>739 | 20.0<br>451 | 20.3<br>884 | 20.7<br>314 |
| 25 | 16.1<br>011 | 16.4<br>443 | 17.1<br>590 | 17.5<br>014 | 18.2<br>161 | 18.5<br>589 | 19.1<br>305 | 19.4<br>739 | 20.0<br>451 | 20.3<br>884 | 20.7<br>314 |
| 26 | 16.2<br>425 | 16.5<br>892 | 17.3<br>108 | 17.6<br>574 | 18.3<br>786 | 18.7<br>251 | 19.3<br>021 | 19.6<br>486 | 20.2<br>262 | 20.5<br>724 | 20.9<br>187 |
| 27 | 16.2<br>425 | 16.5<br>892 | 17.3<br>108 | 17.6<br>574 | 18.3<br>786 | 18.7<br>251 | 19.3<br>021 | 19.6<br>486 | 20.2<br>262 | 20.5<br>724 | 20.9<br>187 |
| 28 | 16.3<br>838 | 16.7<br>340 | 17.4<br>624 | 17.8<br>126 | 18.5<br>412 | 18.8<br>909 | 19.4<br>741 | 19.8<br>240 | 20.4<br>067 | 20.7<br>567 | 21.1<br>066 |
| 29 | 16.5<br>252 | 16.8<br>786 | 17.6<br>143 | 17.9<br>681 | 18.7<br>034 | 19.0<br>572 | 19.6<br>464 | 19.9<br>984 | 20.5<br>875 | 20.9<br>404 | 21.2<br>937 |

## 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             | 14.06<br>64                           | 14.41<br>45                           | 15.18<br>58                         | 15.57<br>18                                 | 15.65<br>31                            | 15.88<br>00                                    | 16.26<br>41                       | 16.65<br>32                               | 17.05<br>36                                | 17.27<br>26                                |
| 0B             | 14.06<br>64                           | 14.41<br>45                           | 15.18<br>58                         | 15.57<br>18                                 | 15.65<br>31                            | 15.88<br>00                                    | 16.26<br>41                       | 16.65<br>32                               | 17.05<br>36                                | 17.27<br>26                                |
| 1              | 14.06<br>64                           | 14.41<br>45                           | 15.18<br>58                         | 15.57<br>18                                 | 15.65<br>31                            | 15.88<br>00                                    | 16.26<br>41                       | 16.65<br>32                               | 17.05<br>36                                | 17.27<br>26                                |
| 2              | 14.06<br>64                           | 14.41<br>45                           | 15.18<br>58                         | 15.57<br>18                                 | 15.65<br>31                            | 15.88<br>00                                    | 16.26<br>41                       | 16.65<br>32                               | 17.05<br>36                                | 17.27<br>26                                |
| 3              | 14.06<br>64                           | 14.41<br>45                           | 15.18<br>58                         | 15.57<br>18                                 | 15.65<br>31                            | 15.88<br>00                                    | 16.26<br>41                       | 16.65<br>32                               | 17.05<br>36                                | 17.27<br>26                                |
| 4              | 14.14<br>51                           | 14.49<br>50                           | 15.27<br>25                         | 15.66<br>13                                 | 15.74<br>32                            | 15.97<br>34                                    | 16.36<br>03                       | 16.75<br>18                               | 17.15<br>60                                | 17.37<br>70                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 14.14<br>51 | 14.49<br>50 | 15.27<br>25 | 15.66<br>13 | 15.74<br>32 | 15.97<br>34 | 16.36<br>03 | 16.75<br>18 | 17.15<br>60 | 17.37<br>70 |
| 6  | 14.24<br>88 | 14.60<br>24 | 15.38<br>78 | 15.78<br>10 | 15.86<br>39 | 16.09<br>79 | 16.48<br>86 | 16.88<br>44 | 17.29<br>25 | 17.51<br>50 |
| 7  | 14.24<br>88 | 14.60<br>24 | 15.38<br>78 | 15.78<br>10 | 15.86<br>39 | 16.09<br>79 | 16.48<br>86 | 16.88<br>44 | 17.29<br>25 | 17.51<br>50 |
| 8  | 14.35<br>32 | 14.70<br>99 | 15.50<br>34 | 15.90<br>07 | 15.98<br>40 | 16.22<br>15 | 16.61<br>65 | 17.01<br>66 | 17.42<br>82 | 17.65<br>40 |
| 9  | 14.35<br>32 | 14.70<br>99 | 15.50<br>34 | 15.90<br>07 | 15.98<br>40 | 16.22<br>15 | 16.61<br>65 | 17.01<br>66 | 17.42<br>82 | 17.65<br>40 |
| 10 | 14.45<br>72 | 14.81<br>73 | 15.61<br>91 | 16.01<br>98 | 16.10<br>47 | 16.34<br>59 | 16.74<br>49 | 17.14<br>77 | 17.56<br>42 | 17.79<br>23 |
| 11 | 14.45<br>72 | 14.81<br>73 | 15.61<br>91 | 16.01<br>98 | 16.10<br>47 | 16.34<br>59 | 16.74<br>49 | 17.14<br>77 | 17.56<br>42 | 17.79<br>23 |
| 12 | 14.56<br>12 | 14.92<br>54 | 15.73<br>43 | 16.13<br>96 | 16.22<br>49 | 16.47<br>00 | 16.87<br>23 | 17.28<br>02 | 17.70<br>08 | 17.93<br>12 |
| 13 | 14.56<br>12 | 14.92<br>54 | 15.73<br>43 | 16.13<br>96 | 16.22<br>49 | 16.47<br>00 | 16.87<br>23 | 17.28<br>02 | 17.70<br>08 | 17.93<br>12 |
| 14 | 14.66<br>55 | 15.03<br>29 | 15.84<br>97 | 16.25<br>94 | 16.34<br>54 | 16.59<br>43 | 17.00<br>11 | 17.41<br>19 | 17.83<br>69 | 18.06<br>96 |
| 15 | 14.66<br>55 | 15.03<br>29 | 15.84<br>97 | 16.25<br>94 | 16.34<br>54 | 16.59<br>43 | 17.00<br>11 | 17.41<br>19 | 17.83<br>69 | 18.06<br>96 |
| 16 | 14.76<br>95 | 15.14<br>05 | 15.96<br>53 | 16.37<br>82 | 16.46<br>57 | 16.71<br>84 | 17.12<br>95 | 17.54<br>47 | 17.97<br>31 | 18.20<br>87 |
| 17 | 14.76<br>95 | 15.14<br>05 | 15.96<br>53 | 16.37<br>82 | 16.46<br>57 | 16.71<br>84 | 17.12<br>95 | 17.54<br>47 | 17.97<br>31 | 18.20<br>87 |
| 18 | 14.87<br>32 | 15.24<br>80 | 16.08<br>12 | 16.49<br>80 | 16.58<br>61 | 16.84<br>28 | 17.25<br>73 | 17.67<br>65 | 18.10<br>98 | 18.34<br>70 |
| 19 | 14.87<br>32 | 15.24<br>80 | 16.08<br>12 | 16.49<br>80 | 16.58<br>61 | 16.84<br>28 | 17.25<br>73 | 17.67<br>65 | 18.10<br>98 | 18.34<br>70 |
| 20 | 14.97<br>81 | 15.35<br>57 | 16.19<br>68 | 16.61<br>75 | 16.70<br>66 | 16.96<br>66 | 17.38<br>59 | 17.80<br>86 | 18.24<br>57 | 18.48<br>56 |
| 21 | 14.97<br>81 | 15.35<br>57 | 16.19<br>68 | 16.61<br>75 | 16.70<br>66 | 16.96<br>66 | 17.38<br>59 | 17.80<br>86 | 18.24<br>57 | 18.48<br>56 |
| 22 | 15.08<br>17 | 15.46<br>30 | 16.31<br>22 | 16.73<br>66 | 16.82<br>72 | 17.09<br>13 | 17.51<br>40 | 17.94<br>11 | 18.38<br>22 | 18.62<br>41 |
| 23 | 15.08<br>17 | 15.46<br>30 | 16.31<br>22 | 16.73<br>66 | 16.82<br>72 | 17.09<br>13 | 17.51<br>40 | 17.94<br>11 | 18.38<br>22 | 18.62<br>41 |
| 24 | 15.18<br>58 | 15.57<br>07 | 16.42<br>77 | 16.85<br>68 | 16.94<br>73 | 17.21<br>55 | 17.64<br>18 | 18.07<br>29 | 18.51<br>83 | 18.76<br>28 |
| 25 | 15.18<br>58 | 15.57<br>07 | 16.42<br>77 | 16.85<br>68 | 16.94<br>73 | 17.21<br>55 | 17.64<br>18 | 18.07<br>29 | 18.51<br>83 | 18.76<br>28 |
| 26 | 15.28<br>99 | 15.67<br>81 | 16.54<br>34 | 16.97<br>63 | 17.06<br>78 | 17.33<br>93 | 17.77<br>01 | 18.20<br>51 | 18.65<br>41 | 18.90<br>10 |
| 27 | 15.28<br>99 | 15.67<br>81 | 16.54<br>34 | 16.97<br>63 | 17.06<br>78 | 17.33<br>93 | 17.77<br>01 | 18.20<br>51 | 18.65<br>41 | 18.90<br>10 |
| 28 | 15.39<br>42 | 15.78<br>61 | 16.65<br>89 | 17.09<br>51 | 17.18<br>80 | 17.46<br>34 | 17.89<br>77 | 18.33<br>72 | 18.79<br>05 | 19.03<br>99 |
| 29 | 15.55<br>00 | 15.94<br>79 | 16.83<br>29 | 17.27<br>46 | 17.36<br>87 | 17.65<br>05 | 18.08<br>95 | 18.53<br>54 | 18.99<br>54 | 19.24<br>84 |

### 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             | 14.06<br>64 | 14.41<br>45 | 15.18<br>58 | 15.57<br>18  | 15.65<br>31 | 15.88<br>00  | 16.26<br>41 | 16.65<br>32  | 17.05<br>36 | 17.27<br>26 |
| 0B             | 14.06<br>64 | 14.41<br>45 | 15.18<br>58 | 15.57<br>18  | 15.65<br>31 | 15.88<br>00  | 16.26<br>41 | 16.65<br>32  | 17.05<br>36 | 17.27<br>26 |
| 1              | 14.06<br>64 | 14.41<br>45 | 15.18<br>58 | 15.57<br>18  | 15.65<br>31 | 15.88<br>00  | 16.26<br>41 | 16.65<br>32  | 17.05<br>36 | 17.27<br>26 |
| 2              | 14.06<br>64 | 14.41<br>45 | 15.18<br>58 | 15.57<br>18  | 15.65<br>31 | 15.88<br>00  | 16.26<br>41 | 16.65<br>32  | 17.05<br>36 | 17.27<br>26 |
| 3              | 14.06<br>64 | 14.41<br>45 | 15.18<br>58 | 15.57<br>18  | 15.65<br>31 | 15.88<br>00  | 16.26<br>41 | 16.65<br>32  | 17.05<br>36 | 17.27<br>26 |
| 4              | 14.14<br>51 | 14.49<br>50 | 15.27<br>25 | 15.66<br>13  | 15.74<br>32 | 15.97<br>34  | 16.36<br>03 | 16.75<br>18  | 17.15<br>60 | 17.37<br>70 |
| 5              | 14.14<br>51 | 14.49<br>50 | 15.27<br>25 | 15.66<br>13  | 15.74<br>32 | 15.97<br>34  | 16.36<br>03 | 16.75<br>18  | 17.15<br>60 | 17.37<br>70 |
| 6              | 14.24<br>88 | 14.60<br>24 | 15.38<br>78 | 15.78<br>10  | 15.86<br>39 | 16.09<br>79  | 16.48<br>86 | 16.88<br>44  | 17.29<br>25 | 17.51<br>50 |
| 7              | 14.24<br>88 | 14.60<br>24 | 15.38<br>78 | 15.78<br>10  | 15.86<br>39 | 16.09<br>79  | 16.48<br>86 | 16.88<br>44  | 17.29<br>25 | 17.51<br>50 |
| 8              | 14.35<br>32 | 14.70<br>99 | 15.50<br>34 | 15.90<br>07  | 15.98<br>40 | 16.22<br>15  | 16.61<br>65 | 17.01<br>66  | 17.42<br>82 | 17.65<br>40 |
| 9              | 14.35<br>32 | 14.70<br>99 | 15.50<br>34 | 15.90<br>07  | 15.98<br>40 | 16.22<br>15  | 16.61<br>65 | 17.01<br>66  | 17.42<br>82 | 17.65<br>40 |
| 10             | 14.45<br>72 | 14.81<br>73 | 15.61<br>91 | 16.01<br>98  | 16.10<br>47 | 16.34<br>59  | 16.74<br>49 | 17.14<br>77  | 17.56<br>42 | 17.79<br>23 |
| 11             | 14.45<br>72 | 14.81<br>73 | 15.61<br>91 | 16.01<br>98  | 16.10<br>47 | 16.34<br>59  | 16.74<br>49 | 17.14<br>77  | 17.56<br>42 | 17.79<br>23 |
| 12             | 14.56<br>12 | 14.92<br>54 | 15.73<br>43 | 16.13<br>96  | 16.22<br>49 | 16.47<br>00  | 16.87<br>23 | 17.28<br>02  | 17.70<br>08 | 17.93<br>12 |
| 13             | 14.56<br>12 | 14.92<br>54 | 15.73<br>43 | 16.13<br>96  | 16.22<br>49 | 16.47<br>00  | 16.87<br>23 | 17.28<br>02  | 17.70<br>08 | 17.93<br>12 |
| 14             | 14.66<br>55 | 15.03<br>29 | 15.84<br>97 | 16.25<br>94  | 16.34<br>54 | 16.59<br>43  | 17.00<br>11 | 17.41<br>19  | 17.83<br>69 | 18.06<br>96 |
| 15             | 14.66<br>55 | 15.03<br>29 | 15.84<br>97 | 16.25<br>94  | 16.34<br>54 | 16.59<br>43  | 17.00<br>11 | 17.41<br>19  | 17.83<br>69 | 18.06<br>96 |
| 16             | 14.76<br>95 | 15.14<br>05 | 15.96<br>53 | 16.37<br>82  | 16.46<br>57 | 16.71<br>84  | 17.12<br>95 | 17.54<br>47  | 17.97<br>31 | 18.20<br>87 |
| 17             | 14.76<br>95 | 15.14<br>05 | 15.96<br>53 | 16.37<br>82  | 16.46<br>57 | 16.71<br>84  | 17.12<br>95 | 17.54<br>47  | 17.97<br>31 | 18.20<br>87 |
| 18             | 14.87<br>32 | 15.24<br>80 | 16.08<br>12 | 16.49<br>80  | 16.58<br>61 | 16.84<br>28  | 17.25<br>73 | 17.67<br>65  | 18.10<br>98 | 18.34<br>70 |
| 19             | 14.87<br>32 | 15.24<br>80 | 16.08<br>12 | 16.49<br>80  | 16.58<br>61 | 16.84<br>28  | 17.25<br>73 | 17.67<br>65  | 18.10<br>98 | 18.34<br>70 |
| 20             | 14.97<br>81 | 15.35<br>57 | 16.19<br>68 | 16.61<br>75  | 16.70<br>66 | 16.96<br>66  | 17.38<br>59 | 17.80<br>86  | 18.24<br>57 | 18.48<br>56 |
| 21             | 14.97<br>81 | 15.35<br>57 | 16.19<br>68 | 16.61<br>75  | 16.70<br>66 | 16.96<br>66  | 17.38<br>59 | 17.80<br>86  | 18.24<br>57 | 18.48<br>56 |
| 22             | 15.08<br>17 | 15.46<br>30 | 16.31<br>22 | 16.73<br>66  | 16.82<br>72 | 17.09<br>13  | 17.51<br>40 | 17.94<br>11  | 18.38<br>22 | 18.62<br>41 |
| 23             | 15.08<br>17 | 15.46<br>30 | 16.31<br>22 | 16.73<br>66  | 16.82<br>72 | 17.09<br>13  | 17.51<br>40 | 17.94<br>11  | 18.38<br>22 | 18.62<br>41 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 15.18<br>58 | 15.57<br>07 | 16.42<br>77 | 16.85<br>68 | 16.94<br>73 | 17.21<br>55 | 17.64<br>18 | 18.07<br>29 | 18.51<br>83 | 18.76<br>28 |
| 25 | 15.18<br>58 | 15.57<br>07 | 16.42<br>77 | 16.85<br>68 | 16.94<br>73 | 17.21<br>55 | 17.64<br>18 | 18.07<br>29 | 18.51<br>83 | 18.76<br>28 |
| 26 | 15.28<br>99 | 15.67<br>81 | 16.54<br>34 | 16.97<br>63 | 17.06<br>78 | 17.33<br>93 | 17.77<br>01 | 18.20<br>51 | 18.65<br>41 | 18.90<br>10 |
| 27 | 15.28<br>99 | 15.67<br>81 | 16.54<br>34 | 16.97<br>63 | 17.06<br>78 | 17.33<br>93 | 17.77<br>01 | 18.20<br>51 | 18.65<br>41 | 18.90<br>10 |
| 28 | 15.39<br>42 | 15.78<br>61 | 16.65<br>89 | 17.09<br>51 | 17.18<br>80 | 17.46<br>34 | 17.89<br>77 | 18.33<br>72 | 18.79<br>05 | 19.03<br>99 |
| 29 | 15.55<br>00 | 15.94<br>79 | 16.83<br>29 | 17.27<br>46 | 17.36<br>87 | 17.65<br>05 | 18.08<br>95 | 18.53<br>54 | 18.99<br>54 | 19.24<br>84 |

## 2. : Etudiants ouvriers

| Age |         |
|-----|---------|
| 21  | 13.2056 |
| 20  | 9.7878  |
| 19  | 9.1630  |
| 18  | 8.5383  |
| 17  | 7.9135  |
| 16  | 7.2888  |
| 15  | 7.2888  |

## 3. : Etudiants employés

| Age |         |
|-----|---------|
| 21  | 2117.27 |
| 20  | 1569.29 |
| 19  | 1469.12 |
| 18  | 1368.96 |
| 17  | 1268.79 |
| 16  | 1168.62 |
| 15  | 1168.62 |