

# Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/09/2019 (Dernière actualisation de la page 05/03/2021)

Augmentation conventionnelle de 1,1 % en 09/2019.

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         | 13.0<br>452 | 13.3<br>180 | 13.8<br>861 | 14.1<br>591 | 14.7<br>269 | 14.9<br>996 | 15.4<br>542 | 15.7<br>272 | 16.1<br>813 | 16.4<br>540 | 16.7<br>267 |
| OB         | 13.0<br>452 | 13.3<br>180 | 13.8<br>861 | 14.1<br>591 | 14.7<br>269 | 14.9<br>996 | 15.4<br>542 | 15.7<br>272 | 16.1<br>813 | 16.4<br>540 | 16.7<br>267 |
| 1          | 13.0<br>452 | 13.3<br>180 | 13.8<br>861 | 14.1<br>591 | 14.7<br>269 | 14.9<br>996 | 15.4<br>542 | 15.7<br>272 | 16.1<br>813 | 16.4<br>540 | 16.7<br>267 |
| 2          | 13.0<br>452 | 13.3<br>180 | 13.8<br>861 | 14.1<br>591 | 14.7<br>269 | 14.9<br>996 | 15.4<br>542 | 15.7<br>272 | 16.1<br>813 | 16.4<br>540 | 16.7<br>267 |
| 3          | 13.0<br>452 | 13.3<br>180 | 13.8<br>861 | 14.1<br>591 | 14.7<br>269 | 14.9<br>996 | 15.4<br>542 | 15.7<br>272 | 16.1<br>813 | 16.4<br>540 | 16.7<br>267 |
| 4          | 13.1<br>679 | 13.4<br>437 | 14.0<br>178 | 14.2<br>938 | 14.8<br>681 | 15.1<br>441 | 15.6<br>034 | 15.8<br>788 | 16.3<br>388 | 16.6<br>142 | 16.8<br>895 |
| 5          | 13.1<br>679 | 13.4<br>437 | 14.0<br>178 | 14.2<br>938 | 14.8<br>681 | 15.1<br>441 | 15.6<br>034 | 15.8<br>788 | 16.3<br>388 | 16.6<br>142 | 16.8<br>895 |
| 6          | 13.4<br>137 | 13.6<br>953 | 14.2<br>821 | 14.5<br>636 | 15.1<br>504 | 15.4<br>320 | 15.9<br>011 | 16.1<br>833 | 16.6<br>525 | 16.9<br>338 | 17.2<br>153 |
| 7          | 13.4<br>137 | 13.6<br>953 | 14.2<br>821 | 14.5<br>636 | 15.1<br>504 | 15.4<br>320 | 15.9<br>011 | 16.1<br>833 | 16.6<br>525 | 16.9<br>338 | 17.2<br>153 |
| 8          | 13.6<br>593 | 13.9<br>466 | 14.5<br>458 | 14.8<br>338 | 15.4<br>326 | 15.7<br>203 | 16.1<br>996 | 16.4<br>870 | 16.9<br>665 | 17.2<br>542 | 17.5<br>417 |
| 9          | 13.6<br>593 | 13.9<br>466 | 14.5<br>458 | 14.8<br>338 | 15.4<br>326 | 15.7<br>203 | 16.1<br>996 | 16.4<br>870 | 16.9<br>665 | 17.2<br>542 | 17.5<br>417 |
| 10         | 13.9<br>050 | 14.1<br>988 | 14.8<br>100 | 15.1<br>035 | 15.7<br>150 | 16.0<br>086 | 16.4<br>980 | 16.7<br>911 | 17.2<br>806 | 17.5<br>741 | 17.8<br>675 |
| 11         | 13.9<br>050 | 14.1<br>988 | 14.8<br>100 | 15.1<br>035 | 15.7<br>150 | 16.0<br>086 | 16.4<br>980 | 16.7<br>911 | 17.2<br>806 | 17.5<br>741 | 17.8<br>675 |
| 12         | 14.0<br>349 | 14.3<br>314 | 14.9<br>498 | 15.2<br>463 | 15.8<br>647 | 16.1<br>611 | 16.6<br>558 | 16.9<br>520 | 17.4<br>468 | 17.7<br>436 | 18.0<br>404 |
| 13         | 14.0<br>349 | 14.3<br>314 | 14.9<br>498 | 15.2<br>463 | 15.8<br>647 | 16.1<br>611 | 16.6<br>558 | 16.9<br>520 | 17.4<br>468 | 17.7<br>436 | 18.0<br>404 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 14 | 14.1<br>652 | 14.4<br>649 | 15.0<br>893 | 15.3<br>891 | 16.0<br>140 | 16.3<br>140 | 16.8<br>135 | 17.1<br>133 | 17.6<br>133 | 17.9<br>129 | 18.2<br>129 |
| 15 | 14.1<br>652 | 14.4<br>649 | 15.0<br>893 | 15.3<br>891 | 16.0<br>140 | 16.3<br>140 | 16.8<br>135 | 17.1<br>133 | 17.6<br>133 | 17.9<br>129 | 18.2<br>129 |
| 16 | 14.2<br>949 | 14.5<br>984 | 15.2<br>296 | 15.5<br>321 | 16.1<br>637 | 16.4<br>664 | 16.9<br>714 | 17.2<br>744 | 17.7<br>792 | 18.0<br>825 | 18.3<br>856 |
| 17 | 14.2<br>949 | 14.5<br>984 | 15.2<br>296 | 15.5<br>321 | 16.1<br>637 | 16.4<br>664 | 16.9<br>714 | 17.2<br>744 | 17.7<br>792 | 18.0<br>825 | 18.3<br>856 |
| 18 | 14.4<br>252 | 14.7<br>314 | 15.3<br>692 | 15.6<br>757 | 16.3<br>134 | 16.6<br>193 | 17.1<br>291 | 17.4<br>353 | 17.9<br>457 | 18.2<br>518 | 18.5<br>577 |
| 19 | 14.4<br>252 | 14.7<br>314 | 15.3<br>692 | 15.6<br>757 | 16.3<br>134 | 16.6<br>193 | 17.1<br>291 | 17.4<br>353 | 17.9<br>457 | 18.2<br>518 | 18.5<br>577 |
| 20 | 14.5<br>555 | 14.8<br>646 | 15.5<br>092 | 15.8<br>184 | 16.4<br>627 | 16.7<br>718 | 17.2<br>879 | 17.5<br>971 | 18.1<br>123 | 18.4<br>212 | 18.7<br>303 |
| 21 | 14.5<br>555 | 14.8<br>646 | 15.5<br>092 | 15.8<br>184 | 16.4<br>627 | 16.7<br>718 | 17.2<br>879 | 17.5<br>971 | 18.1<br>123 | 18.4<br>212 | 18.7<br>303 |
| 22 | 14.6<br>856 | 14.9<br>981 | 15.6<br>488 | 15.9<br>614 | 16.6<br>125 | 16.9<br>242 | 17.4<br>457 | 17.7<br>581 | 18.2<br>783 | 18.5<br>909 | 18.9<br>036 |
| 23 | 14.6<br>856 | 14.9<br>981 | 15.6<br>488 | 15.9<br>614 | 16.6<br>125 | 16.9<br>242 | 17.4<br>457 | 17.7<br>581 | 18.2<br>783 | 18.5<br>909 | 18.9<br>036 |
| 24 | 14.8<br>157 | 15.1<br>315 | 15.7<br>890 | 16.1<br>042 | 16.7<br>618 | 17.0<br>772 | 17.6<br>031 | 17.9<br>191 | 18.4<br>448 | 18.7<br>607 | 19.0<br>763 |
| 25 | 14.8<br>157 | 15.1<br>315 | 15.7<br>890 | 16.1<br>042 | 16.7<br>618 | 17.0<br>772 | 17.6<br>031 | 17.9<br>191 | 18.4<br>448 | 18.7<br>607 | 19.0<br>763 |
| 26 | 14.9<br>458 | 15.2<br>648 | 15.9<br>288 | 16.2<br>477 | 16.9<br>113 | 17.2<br>301 | 17.7<br>611 | 18.0<br>800 | 18.6<br>114 | 18.9<br>299 | 19.2<br>486 |
| 27 | 14.9<br>458 | 15.2<br>648 | 15.9<br>288 | 16.2<br>477 | 16.9<br>113 | 17.2<br>301 | 17.7<br>611 | 18.0<br>800 | 18.6<br>114 | 18.9<br>299 | 19.2<br>486 |
| 28 | 15.0<br>758 | 15.3<br>980 | 16.0<br>682 | 16.3<br>905 | 17.0<br>610 | 17.3<br>828 | 17.9<br>193 | 18.2<br>414 | 18.7<br>775 | 19.0<br>996 | 19.4<br>216 |
| 29 | 15.2<br>059 | 15.5<br>311 | 16.2<br>080 | 16.5<br>336 | 17.2<br>103 | 17.5<br>358 | 18.0<br>779 | 18.4<br>019 | 18.9<br>438 | 19.2<br>686 | 19.5<br>938 |

## 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             | 12.94<br>34                           | 13.26<br>37                           | 13.97<br>33                         | 14.32<br>87                                 | 14.40<br>35                            | 14.61<br>22                                    | 14.96<br>56                       | 15.32<br>37                               | 15.69<br>22                                | 15.89<br>37                                |
| 0B             | 12.94<br>34                           | 13.26<br>37                           | 13.97<br>33                         | 14.32<br>87                                 | 14.40<br>35                            | 14.61<br>22                                    | 14.96<br>56                       | 15.32<br>37                               | 15.69<br>22                                | 15.89<br>37                                |
| 1              | 12.94<br>34                           | 13.26<br>37                           | 13.97<br>33                         | 14.32<br>87                                 | 14.40<br>35                            | 14.61<br>22                                    | 14.96<br>56                       | 15.32<br>37                               | 15.69<br>22                                | 15.89<br>37                                |
| 2              | 12.94<br>34                           | 13.26<br>37                           | 13.97<br>33                         | 14.32<br>87                                 | 14.40<br>35                            | 14.61<br>22                                    | 14.96<br>56                       | 15.32<br>37                               | 15.69<br>22                                | 15.89<br>37                                |
| 3              | 12.94<br>34                           | 13.26<br>37                           | 13.97<br>33                         | 14.32<br>87                                 | 14.40<br>35                            | 14.61<br>22                                    | 14.96<br>56                       | 15.32<br>37                               | 15.69<br>22                                | 15.89<br>37                                |
| 4              | 13.01<br>58                           | 13.33<br>78                           | 14.05<br>31                         | 14.41<br>09                                 | 14.48<br>64                            | 14.69<br>81                                    | 15.05<br>42                       | 15.41<br>44                               | 15.78<br>64                                | 15.98<br>98                                |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 13.01<br>58 | 13.33<br>78 | 14.05<br>31 | 14.41<br>09 | 14.48<br>64 | 14.69<br>81 | 15.05<br>42 | 15.41<br>44 | 15.78<br>64 | 15.98<br>98 |
| 6  | 13.11<br>12 | 13.43<br>67 | 14.15<br>93 | 14.52<br>12 | 14.59<br>74 | 14.81<br>27 | 15.17<br>23 | 15.53<br>64 | 15.91<br>20 | 16.11<br>67 |
| 7  | 13.11<br>12 | 13.43<br>67 | 14.15<br>93 | 14.52<br>12 | 14.59<br>74 | 14.81<br>27 | 15.17<br>23 | 15.53<br>64 | 15.91<br>20 | 16.11<br>67 |
| 8  | 13.20<br>74 | 13.53<br>56 | 14.26<br>57 | 14.63<br>12 | 14.70<br>79 | 14.92<br>65 | 15.29<br>00 | 15.65<br>80 | 16.03<br>69 | 16.24<br>45 |
| 9  | 13.20<br>74 | 13.53<br>56 | 14.26<br>57 | 14.63<br>12 | 14.70<br>79 | 14.92<br>65 | 15.29<br>00 | 15.65<br>80 | 16.03<br>69 | 16.24<br>45 |
| 10 | 13.30<br>29 | 13.63<br>45 | 14.37<br>21 | 14.74<br>09 | 14.81<br>89 | 15.04<br>10 | 15.40<br>81 | 15.77<br>87 | 16.16<br>20 | 16.37<br>19 |
| 11 | 13.30<br>29 | 13.63<br>45 | 14.37<br>21 | 14.74<br>09 | 14.81<br>89 | 15.04<br>10 | 15.40<br>81 | 15.77<br>87 | 16.16<br>20 | 16.37<br>19 |
| 12 | 13.39<br>87 | 13.73<br>37 | 14.47<br>80 | 14.85<br>10 | 14.92<br>96 | 15.15<br>51 | 15.52<br>54 | 15.90<br>06 | 16.28<br>75 | 16.49<br>96 |
| 13 | 13.39<br>87 | 13.73<br>37 | 14.47<br>80 | 14.85<br>10 | 14.92<br>96 | 15.15<br>51 | 15.52<br>54 | 15.90<br>06 | 16.28<br>75 | 16.49<br>96 |
| 14 | 13.49<br>46 | 13.83<br>26 | 14.58<br>43 | 14.96<br>13 | 15.04<br>05 | 15.26<br>95 | 15.64<br>38 | 16.02<br>19 | 16.41<br>29 | 16.62<br>70 |
| 15 | 13.49<br>46 | 13.83<br>26 | 14.58<br>43 | 14.96<br>13 | 15.04<br>05 | 15.26<br>95 | 15.64<br>38 | 16.02<br>19 | 16.41<br>29 | 16.62<br>70 |
| 16 | 13.59<br>04 | 13.93<br>17 | 14.69<br>08 | 15.07<br>08 | 15.15<br>11 | 15.38<br>37 | 15.76<br>20 | 16.14<br>40 | 16.53<br>82 | 16.75<br>51 |
| 17 | 13.59<br>04 | 13.93<br>17 | 14.69<br>08 | 15.07<br>08 | 15.15<br>11 | 15.38<br>37 | 15.76<br>20 | 16.14<br>40 | 16.53<br>82 | 16.75<br>51 |
| 18 | 13.68<br>58 | 14.03<br>07 | 14.79<br>74 | 15.18<br>09 | 15.26<br>21 | 15.49<br>80 | 15.87<br>96 | 16.26<br>53 | 16.66<br>41 | 16.88<br>23 |
| 19 | 13.68<br>58 | 14.03<br>07 | 14.79<br>74 | 15.18<br>09 | 15.26<br>21 | 15.49<br>80 | 15.87<br>96 | 16.26<br>53 | 16.66<br>41 | 16.88<br>23 |
| 20 | 13.78<br>23 | 14.12<br>98 | 14.90<br>37 | 15.29<br>10 | 15.37<br>27 | 15.61<br>20 | 15.99<br>78 | 16.38<br>69 | 16.78<br>90 | 17.00<br>97 |
| 21 | 13.78<br>23 | 14.12<br>98 | 14.90<br>37 | 15.29<br>10 | 15.37<br>27 | 15.61<br>20 | 15.99<br>78 | 16.38<br>69 | 16.78<br>90 | 17.00<br>97 |
| 22 | 13.87<br>76 | 14.22<br>84 | 15.00<br>99 | 15.40<br>04 | 15.48<br>38 | 15.72<br>69 | 16.11<br>57 | 16.50<br>87 | 16.91<br>46 | 17.13<br>73 |
| 23 | 13.87<br>76 | 14.22<br>84 | 15.00<br>99 | 15.40<br>04 | 15.48<br>38 | 15.72<br>69 | 16.11<br>57 | 16.50<br>87 | 16.91<br>46 | 17.13<br>73 |
| 24 | 13.97<br>33 | 14.32<br>76 | 15.11<br>62 | 15.51<br>11 | 15.59<br>43 | 15.84<br>11 | 16.23<br>33 | 16.63<br>00 | 17.03<br>99 | 17.26<br>49 |
| 25 | 13.97<br>33 | 14.32<br>76 | 15.11<br>62 | 15.51<br>11 | 15.59<br>43 | 15.84<br>11 | 16.23<br>33 | 16.63<br>00 | 17.03<br>99 | 17.26<br>49 |
| 26 | 14.06<br>92 | 14.42<br>65 | 15.22<br>26 | 15.62<br>10 | 15.70<br>51 | 15.95<br>50 | 16.35<br>15 | 16.75<br>17 | 17.16<br>48 | 17.39<br>21 |
| 27 | 14.06<br>92 | 14.42<br>65 | 15.22<br>26 | 15.62<br>10 | 15.70<br>51 | 15.95<br>50 | 16.35<br>15 | 16.75<br>17 | 17.16<br>48 | 17.39<br>21 |
| 28 | 14.16<br>52 | 14.52<br>58 | 15.32<br>90 | 15.73<br>03 | 15.81<br>59 | 16.06<br>92 | 16.46<br>88 | 16.87<br>32 | 17.29<br>04 | 17.51<br>99 |
| 29 | 14.30<br>86 | 14.67<br>46 | 15.48<br>89 | 15.89<br>54 | 15.98<br>21 | 16.24<br>14 | 16.64<br>53 | 17.05<br>57 | 17.47<br>88 | 17.71<br>18 |

### 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             | 12.94<br>34 | 13.26<br>37 | 13.97<br>33 | 14.32<br>87  | 14.40<br>35 | 14.61<br>22  | 14.96<br>56 | 15.32<br>37  | 15.69<br>22 | 15.89<br>37 |
| 0B             | 12.94<br>34 | 13.26<br>37 | 13.97<br>33 | 14.32<br>87  | 14.40<br>35 | 14.61<br>22  | 14.96<br>56 | 15.32<br>37  | 15.69<br>22 | 15.89<br>37 |
| 1              | 12.94<br>34 | 13.26<br>37 | 13.97<br>33 | 14.32<br>87  | 14.40<br>35 | 14.61<br>22  | 14.96<br>56 | 15.32<br>37  | 15.69<br>22 | 15.89<br>37 |
| 2              | 12.94<br>34 | 13.26<br>37 | 13.97<br>33 | 14.32<br>87  | 14.40<br>35 | 14.61<br>22  | 14.96<br>56 | 15.32<br>37  | 15.69<br>22 | 15.89<br>37 |
| 3              | 12.94<br>34 | 13.26<br>37 | 13.97<br>33 | 14.32<br>87  | 14.40<br>35 | 14.61<br>22  | 14.96<br>56 | 15.32<br>37  | 15.69<br>22 | 15.89<br>37 |
| 4              | 13.01<br>58 | 13.33<br>78 | 14.05<br>31 | 14.41<br>09  | 14.48<br>64 | 14.69<br>81  | 15.05<br>42 | 15.41<br>44  | 15.78<br>64 | 15.98<br>98 |
| 5              | 13.01<br>58 | 13.33<br>78 | 14.05<br>31 | 14.41<br>09  | 14.48<br>64 | 14.69<br>81  | 15.05<br>42 | 15.41<br>44  | 15.78<br>64 | 15.98<br>98 |
| 6              | 13.11<br>12 | 13.43<br>67 | 14.15<br>93 | 14.52<br>12  | 14.59<br>74 | 14.81<br>27  | 15.17<br>23 | 15.53<br>64  | 15.91<br>20 | 16.11<br>67 |
| 7              | 13.11<br>12 | 13.43<br>67 | 14.15<br>93 | 14.52<br>12  | 14.59<br>74 | 14.81<br>27  | 15.17<br>23 | 15.53<br>64  | 15.91<br>20 | 16.11<br>67 |
| 8              | 13.20<br>74 | 13.53<br>56 | 14.26<br>57 | 14.63<br>12  | 14.70<br>79 | 14.92<br>65  | 15.29<br>00 | 15.65<br>80  | 16.03<br>69 | 16.24<br>45 |
| 9              | 13.20<br>74 | 13.53<br>56 | 14.26<br>57 | 14.63<br>12  | 14.70<br>79 | 14.92<br>65  | 15.29<br>00 | 15.65<br>80  | 16.03<br>69 | 16.24<br>45 |
| 10             | 13.30<br>29 | 13.63<br>45 | 14.37<br>21 | 14.74<br>09  | 14.81<br>89 | 15.04<br>10  | 15.40<br>81 | 15.77<br>87  | 16.16<br>20 | 16.37<br>19 |
| 11             | 13.30<br>29 | 13.63<br>45 | 14.37<br>21 | 14.74<br>09  | 14.81<br>89 | 15.04<br>10  | 15.40<br>81 | 15.77<br>87  | 16.16<br>20 | 16.37<br>19 |
| 12             | 13.39<br>87 | 13.73<br>37 | 14.47<br>80 | 14.85<br>10  | 14.92<br>96 | 15.15<br>51  | 15.52<br>54 | 15.90<br>06  | 16.28<br>75 | 16.49<br>96 |
| 13             | 13.39<br>87 | 13.73<br>37 | 14.47<br>80 | 14.85<br>10  | 14.92<br>96 | 15.15<br>51  | 15.52<br>54 | 15.90<br>06  | 16.28<br>75 | 16.49<br>96 |
| 14             | 13.49<br>46 | 13.83<br>26 | 14.58<br>43 | 14.96<br>13  | 15.04<br>05 | 15.26<br>95  | 15.64<br>38 | 16.02<br>19  | 16.41<br>29 | 16.62<br>70 |
| 15             | 13.49<br>46 | 13.83<br>26 | 14.58<br>43 | 14.96<br>13  | 15.04<br>05 | 15.26<br>95  | 15.64<br>38 | 16.02<br>19  | 16.41<br>29 | 16.62<br>70 |
| 16             | 13.59<br>04 | 13.93<br>17 | 14.69<br>08 | 15.07<br>08  | 15.15<br>11 | 15.38<br>37  | 15.76<br>20 | 16.14<br>40  | 16.53<br>82 | 16.75<br>51 |
| 17             | 13.59<br>04 | 13.93<br>17 | 14.69<br>08 | 15.07<br>08  | 15.15<br>11 | 15.38<br>37  | 15.76<br>20 | 16.14<br>40  | 16.53<br>82 | 16.75<br>51 |
| 18             | 13.68<br>58 | 14.03<br>07 | 14.79<br>74 | 15.18<br>09  | 15.26<br>21 | 15.49<br>80  | 15.87<br>96 | 16.26<br>53  | 16.66<br>41 | 16.88<br>23 |
| 19             | 13.68<br>58 | 14.03<br>07 | 14.79<br>74 | 15.18<br>09  | 15.26<br>21 | 15.49<br>80  | 15.87<br>96 | 16.26<br>53  | 16.66<br>41 | 16.88<br>23 |
| 20             | 13.78<br>23 | 14.12<br>98 | 14.90<br>37 | 15.29<br>10  | 15.37<br>27 | 15.61<br>20  | 15.99<br>78 | 16.38<br>69  | 16.78<br>90 | 17.00<br>97 |
| 21             | 13.78<br>23 | 14.12<br>98 | 14.90<br>37 | 15.29<br>10  | 15.37<br>27 | 15.61<br>20  | 15.99<br>78 | 16.38<br>69  | 16.78<br>90 | 17.00<br>97 |
| 22             | 13.87<br>76 | 14.22<br>84 | 15.00<br>99 | 15.40<br>04  | 15.48<br>38 | 15.72<br>69  | 16.11<br>57 | 16.50<br>87  | 16.91<br>46 | 17.13<br>73 |
| 23             | 13.87<br>76 | 14.22<br>84 | 15.00<br>99 | 15.40<br>04  | 15.48<br>38 | 15.72<br>69  | 16.11<br>57 | 16.50<br>87  | 16.91<br>46 | 17.13<br>73 |

|    |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | 13.97<br>33 | 14.32<br>76 | 15.11<br>62 | 15.51<br>11 | 15.59<br>43 | 15.84<br>11 | 16.23<br>33 | 16.63<br>00 | 17.03<br>99 | 17.26<br>49 |
| 25 | 13.97<br>33 | 14.32<br>76 | 15.11<br>62 | 15.51<br>11 | 15.59<br>43 | 15.84<br>11 | 16.23<br>33 | 16.63<br>00 | 17.03<br>99 | 17.26<br>49 |
| 26 | 14.06<br>92 | 14.42<br>65 | 15.22<br>26 | 15.62<br>10 | 15.70<br>51 | 15.95<br>50 | 16.35<br>15 | 16.75<br>17 | 17.16<br>48 | 17.39<br>21 |
| 27 | 14.06<br>92 | 14.42<br>65 | 15.22<br>26 | 15.62<br>10 | 15.70<br>51 | 15.95<br>50 | 16.35<br>15 | 16.75<br>17 | 17.16<br>48 | 17.39<br>21 |
| 28 | 14.16<br>52 | 14.52<br>58 | 15.32<br>90 | 15.73<br>03 | 15.81<br>59 | 16.06<br>92 | 16.46<br>88 | 16.87<br>32 | 17.29<br>04 | 17.51<br>99 |
| 29 | 14.30<br>86 | 14.67<br>46 | 15.48<br>89 | 15.89<br>54 | 15.98<br>21 | 16.24<br>14 | 16.64<br>53 | 17.05<br>57 | 17.47<br>88 | 17.71<br>18 |

## 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 |