

Table 4 also discloses that while fig processors in the major foreign fig producing countries are paying .21 to .26 cents per hour, California Processors must pay a rate ranging from \$2.24 to \$2.87 per hour, exclusive of all fringe benefits.

When fringe benefits are added, wages for packing house employees in the Dried Fig Industry of California average approximately \$3.25 per hour. Such fringe benefits in other countries are non-existent.

Using the most recent cost analysis work sheet of the California Dried Fig Industry, prepared by the Extension Service of the University of California, and revising only the 1963 labor figures to coincide with present rates and computing the Portuguese labor at .20 cents an hour, which in all likelihood is about average considering men and women, reveals the following:

TABLE 5.—UNCAPRIPIED VARIETY OF FIGS

	California	Portugal
Preharvest labor costs per acre:		
Pruning.....	\$16.50	\$2.00
Brush disposal.....	3.00	.60
Discing.....	14.60	3.20
Ridging.....	5.30	.80
Break ridges.....	3.98	.60
Roll-pack and land plane.....	3.65	.40
Shovel.....	1.65	.20
Irrigate.....	11.55	.80
Miscellaneous-sucker, pipeline repair, etc.....	4.00	.80
Compensation insurance.....	1.69	0
Social security tax.....	2.90	0
Total, preharvest labor costs.....	68.82	9.40
Harvesting labor costs per acre:		
Picking.....	24.75	3.00
Sorting.....	16.50	2.00
Dry yard expense.....	16.50	2.00
Compensation insurance.....	2.36	0
Total, harvesting labor costs per acre.....	60.11	7.00
Total, preharvest and harvest labor cost per acre.....	128.93	16.40

California's present field labor costs are about 8 times greater than those in Portugal.

Although this comparison has been based on the Fig Industry in Portugal, the wage rates in the other fig producing countries of the world—Spain, Turkey and Greece—as exhibited in Table 4 are basically very similar.

As an illustration of how labor costs in this country could result in an even wider spread than previously indicated, we are outlining below the various steps in the production and processing of figs, as used in Fig Paste, practiced in this country and as we understand, it is practiced abroad. Cultural practices among growers in this country vary slightly and processing practices among California Packers may also vary. However, this presentation is closely representative of United States Cultural and Processing Practices. The foreign part of this tabulation is as accurate as we can derive from eye witness accounts and from various statements made by factors in the Foreign Fig Industries. It can, therefore, be considered as an approximate procedure since there is some variation from country to country: