

# *THE BAKERS' DOZEN*

## 2024 ELECTION MANIFESTO

BAKERS  
**FOOD**  
AND ALLIED  
WORKERS  
**UNION**



## BACKGROUND

The Bakers Food and Allied Workers Union (BFAWU) recently conducted a survey of its members to try to understand the attitudes and concerns of their members prior to the forthcoming election.

The evidence gathered from the survey will help form the campaigning priorities of the union pre and post-election.

The survey has shown how engaged BFAWU members are with politics, how concerned they are about issues and how they want to see political change and economic transformation. They do not want a Government that offers little or no change to the list of pressing issues that are impacting on their lives, the lives of their families, work colleagues and the wider community.

## POLITICAL ENGAGEMENT

BFAWU members are politically engaged citizens. The survey data has shown how the vast majority of members are registered to vote, that most of them normally exercise that vote in general elections and that they are likely to vote in the next election. The vast majority of them choose to vote in person at a polling station.

How BFAWU members intend to vote largely reflects the views of the wider electorate. Albeit, as trade unionists, it may not be surprising to see that there appears to be a greater inclination amongst members to vote Labour but what is clear from previous BFAWU polling is that support for Labour is falling. Moreover, the data also demonstrates that a proportion of those people who see themselves as natural Labour voters do not intend voting for the party at the next election.



## **ISSUES IMPACTING BFAWU MEMBERS**

Issues impacting BFAWU members again reflect the concerns of the wider population. The cost of living crisis that is affecting people's ability to pay for basic needs such as food, energy and housing is the single biggest concern facing members. Access to NHS services, the lack of affordable housing and low pay are also big issues for members. Other issues include access to dental services, crime, anti-social behaviour, public transport and social care.

Issues that that impact members in their workplace include (again) low pay, poor treatment from management (which we often find is code for bullying and an authoritarian management style), health and safety, unsociable hours, low sick pay, insecure work, workload and insufficient staff in place to cope with demands. In short, according to BFAWU members they are being asked to do more work, often with unsociable hours, and on insecure contracts with a reduced staffing cohort and low pay.

## **POLICY PRIORITIES AND BFAWU MANIFESTO**

Critically, our members have prescribed what they believe is necessary to help address the issues that are confronting them in their communities and workplaces. They have linked the cost of living crisis facing them with ownership of utilities and believe that water, energy and Royal Mail should be taken back into public ownership.

Clearly, linked to their work situation they resoundingly support a £15 an hour minimum wage and 100% sick pay from day one for every worker.

The members who took part support the ending of zero hour contracts and the youth rate on the national minimum wage and legislation to introduce a maximum temperature in the workplace.

They want to see more investment in the food industry, a right to food (in the knowledge that they or their colleagues will have experienced food insecurity due to low pay and insecure work) and the removal of anti-union legislation, which makes it difficult for unions to organise and recruit and, ultimately which prevents unions from being able to negotiate on the behalf of workers and to improve their pay, terms and conditions at work.

BFAWU members also want to see the creation of a national care service and an end to university fees that act as a barrier to working class young people considering, let alone being able to enter, higher education.

# ***THE BAKERS' DOZEN***

## **OUR POLICY DEMANDS AHEAD OF THE GENERAL ELECTION**

01

Introduce a £15 an hour national minimum wage for all workers regardless of age to end the unfair youth limit on the national minimum wage.

02

Abolish zero-hour contracts.

03

Full employment rights from day one.

04

Ensure all employers are legally required to provide six weeks of contractual sick pay at 100% of normal pay to all workers.

05

Repeal all anti-trade union legislation.

06

Legislate for a maximum temperature in the workplace.

07

End the practice of companies going into administration to avoid their financial responsibilities and obligations to their workforce and fine directors who leave workers high and dry.

# ***THE BAKERS' DOZEN***

## **OUR POLICY DEMANDS AHEAD OF THE GENERAL ELECTION**

08

Take water, energy and Royal Mail back into public ownership, curb excessive pricing and remove the profit motive from our essential services.

09

Introduce a statutory Right to Food, free school meals and place a cap on Supermarket profits.

10

Re-nationalise our train companies, cap bus fares at £2 max for a single journey and introduce free public transport for all 16–25 year olds.

11

End arm sales to Israel

12

Abolish Tuition Fees, re-introduce the Union Learning Fund in England, whilst protecting the funds in Scotland, Wales and Northern Ireland.

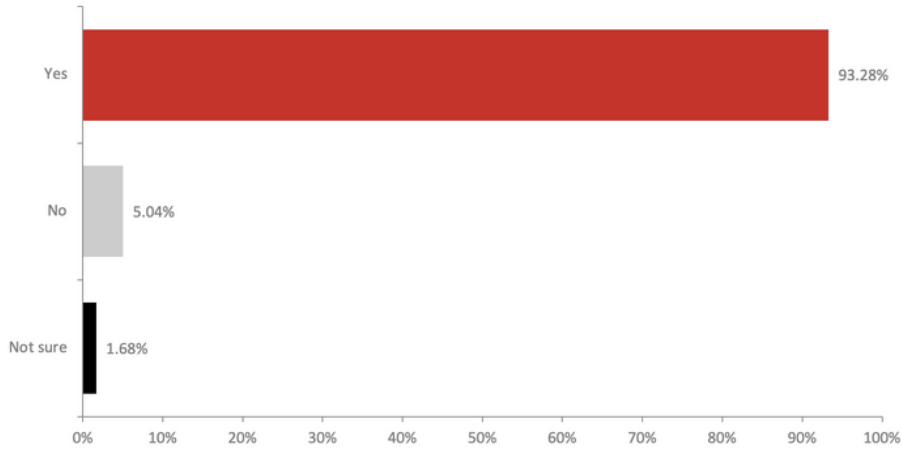
13

Create a national care service that provides dignity for the elderly and vulnerable no matter their income and wealth.

# SURVEY RESULTS

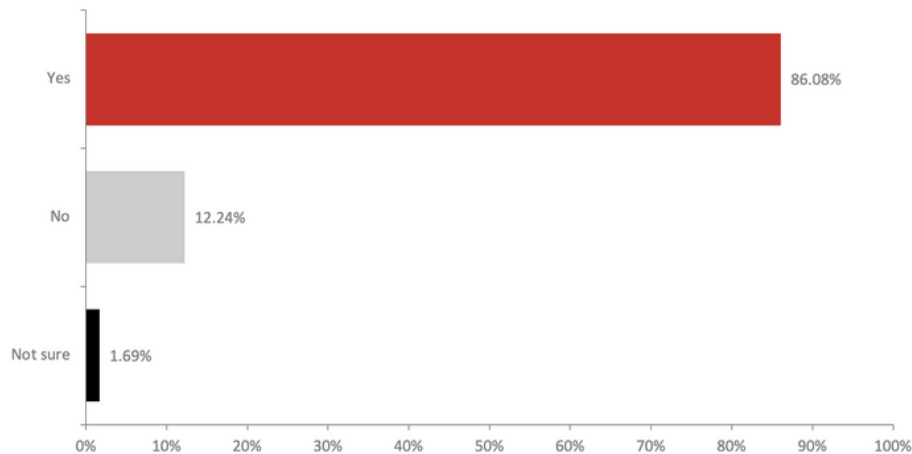
## Q1: In the UK, people cannot vote in an election unless they are "registered to vote". Are you currently registered to vote?

Answered: 238 Skipped: 1



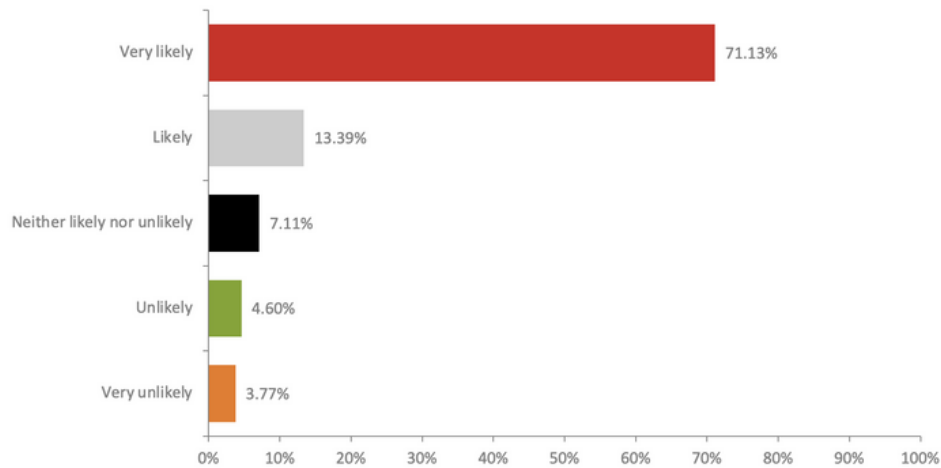
## Q2: Do you normally vote in a General Election?

Answered: 237 Skipped: 2



## Q3: How likely are you to vote in the next General Election?

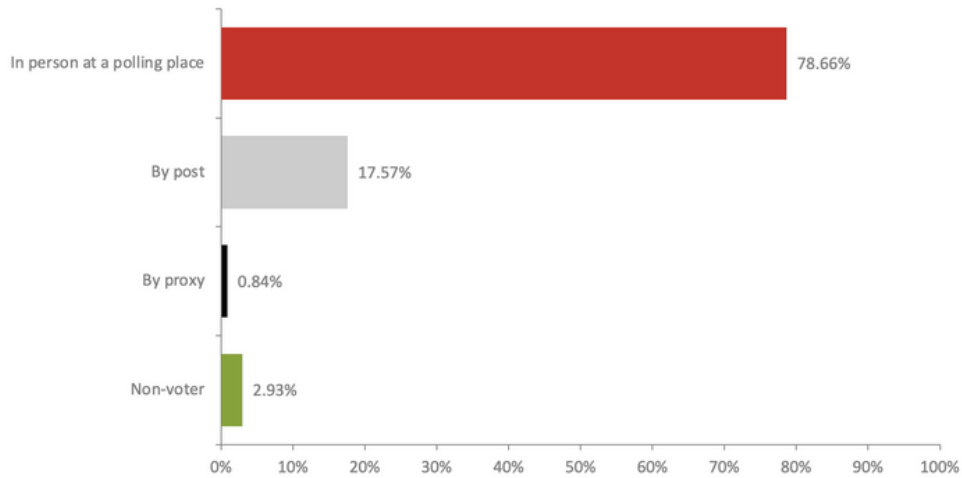
Answered: 239 Skipped: 0



# SURVEY RESULTS

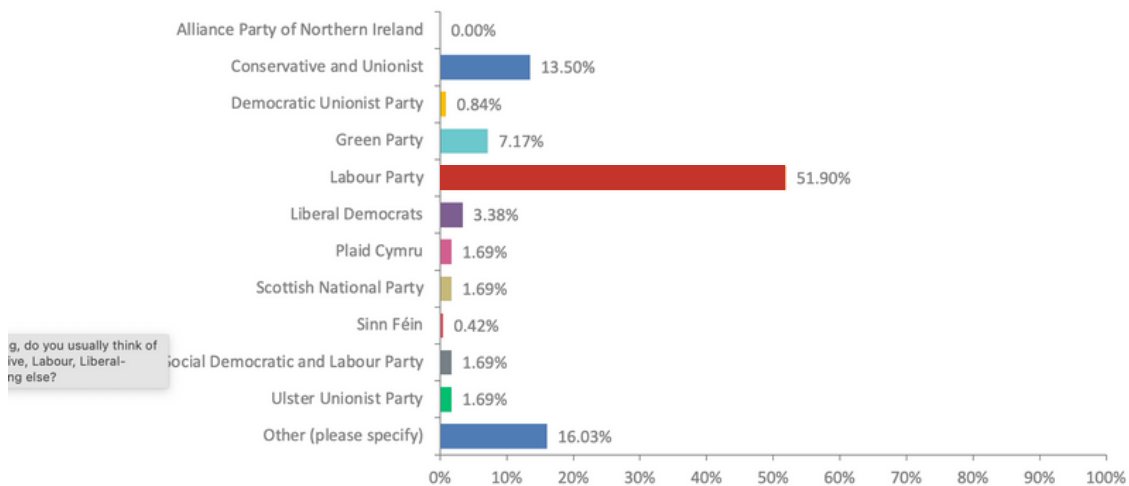
## Q4: By which means do you normally cast your vote?

Answered: 239 Skipped: 0



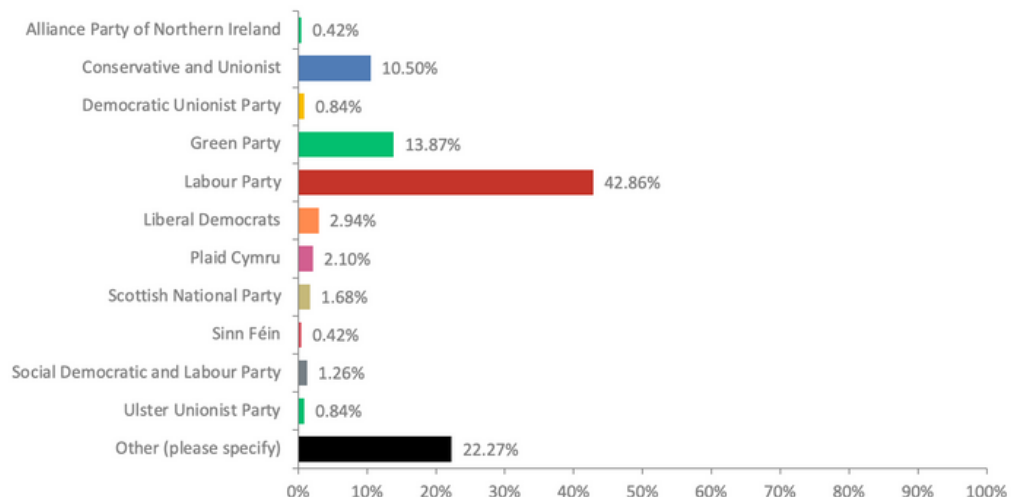
## Q5: Generally speaking, do you usually think of yourself as Conservative, Labour, Liberal-Democrat, or something else?

Answered: 237 Skipped: 2



## Q6: If the election took place tomorrow who would you be most likely to vote for?

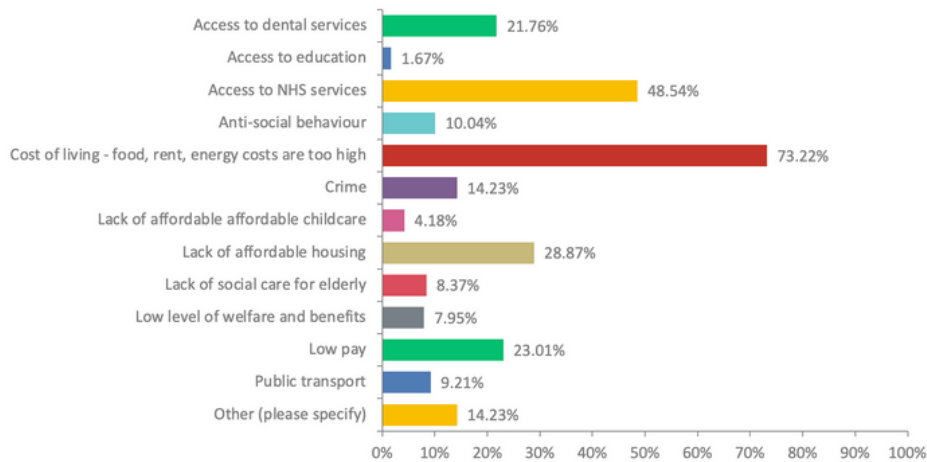
Answered: 238 Skipped: 1



# SURVEY RESULTS

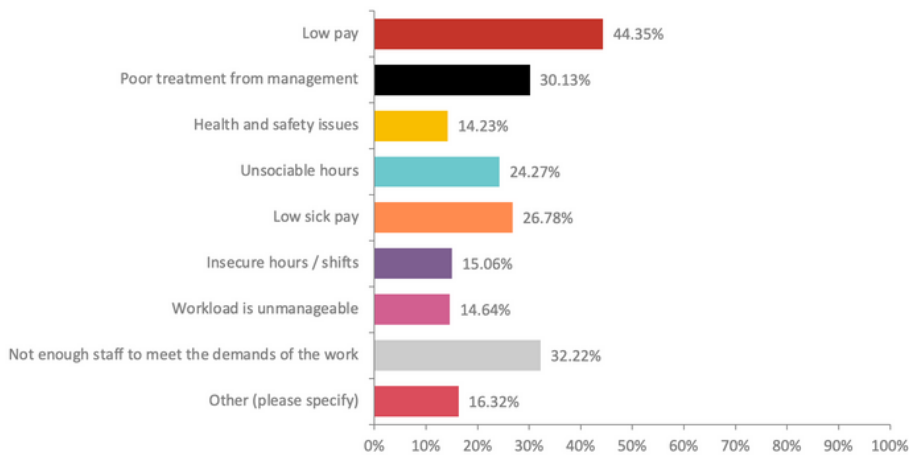
## Q7: What is the key issue that affects you currently in your community? (Pick up to three)

Answered: 239 Skipped: 0



## Q8: What is the key issue that affects you currently in your workplace? (Pick up to three)

Answered: 239 Skipped: 0



## Q9: Which issues would you like to see the Bakers and Allied Food Workers Union campaign on during the next election? (Pick up to three)

Answered: 239 Skipped: 0

