

The Impact of Brexit on Women in Scotland

Saturday 28th January 2017

Hilton Grosvenor Hotel, Glasgow

Individuals in communities throughout Scotland voted on 23 June and although the result overall may not be what we wanted – we are where we are. We need our voices heard as the UK enters this historic phase of Brexit – the negotiations. We, the electorate, need to be listened to.

Women are 52% of the population. We are the cornerstone of communities. Brexit is going to impact on us – as individuals, as families and as a society. We need the best deal possible. We need to be heard.

**Agnes Tolmie,
SWC Chair**

Uncertainty



**Single
Market**



Introduction

Women from throughout Scotland gathered to discuss issues around the implication of Brexit on them, their families and communities as a whole. The SWC organised this event following discussions from women throughout the country, who have expressed concerns about Scotland's place in the negotiations on the UK leaving the EU and the knock-on effect this decision will have.

The event, held at the Hilton Grosvenor Hotel, Glasgow, on Saturday 28th January was chaired by Agnes Tolmie, SWC Chair. Speakers were Michael Russell MSP, Minister for UK Negotiations on Scotland's Place in Europe, Amy Haughton from Thompson's Solicitors, Angela Crawley MP and Kathleen Walker Shaw from the GMB. Following their presentations, delegates took part in a question and answer session as well as roundtable discussions on key issues.

Michael Russell MSP

is Minister for UK Negotiations on Scotland's Place in Europe. Mr Russell is the Constituency Member of the Scottish Parliament for Argyll & Bute.

Mr Russell outlined the key aspects of his role as Minister for UK Negotiations on Scotland's Place in Europe.

- He is the chief negotiator for the Scottish Government during the Brexit process. The Minister is heavily involved in the UK Joint Ministerial Committee (JMC), which is made up of representatives from each of the devolved nations. The Committee meets monthly and its objective is to come to a common position for negotiations for the triggering of Article 50.
- *"The process, however, is not yet working. The devolved nations feel as if we are not being genuinely consulted. For example, the Prime Minister outlined the UK's single market position prior to JMC discussions around the issue. The Article 50 letter, which will outline what the UK wants from the process, is due in 63 days and it has not been discussed at a JMC meeting."*
- Another aspect of the Minister's role is to outline Scotland's options. The Scottish Government has, by order of the Scottish Parliament, produced a paper entitled 'Scotland's Place in Europe'. This paper gained majority support within the Scottish Parliament, with only the Conservatives voting against. Much of this document is seen as a compromise on the part of the Scottish Government. As part of its preparation, the Minister has spoken and listened to what the people of Scotland want from Brexit.
- *"The Scottish Women's Convention focus on women, communities and the rural aspects of the process is so important."*

The Minister then went on to discuss the impact that leaving the EU will have on Scotland.

- The European Union started with the idea that after World War 2, the victorious nations who suffered stretched out a hand to the vanquished nations so that such a conflict can never happen again. The premise of the EU is that all nations can work together as equals and it has built over the years into something very significant.
- The UK is seen as 'walking away' from the EU by the other countries in Europe. The EU has worked for the people of Scotland and the UK overall. It has worked in rural parts of Scotland because it promotes equality of opportunity. Without European funding, the Highlands and Islands would not have been able to develop projects and investments which have greatly benefitted communities.
- *"The European Union is a progressive force for political, social and human rights. There are no guarantees that what is available now will be there in the future."*
- The Scottish Government wanted the UK to stay within the single market, which the Prime Minister has rejected. There are, however, still ways that Scotland could remain. By not taking this into account, the UK Government is providing a material reason for another independence referendum. The Scottish Government is committed to compromise to reduce uncertainty but they have to be listened to as part of the process.

Ministerial Q&A Session

How will the Scottish Government end the UK's opt-out of the working time directive, implement health and safety practices and encourage collective bargaining within workplaces during and following the Brexit process?

- Scotland cannot do anything if it does not have the powers to do so - that is why we need to consider further devolution of powers over employment.
- The Scottish Government wants to ensure that Trade Unions are involved in necessary processes. There is a bona fide relationship already established between both parties, which was most recently demonstrated through the Scottish Government's opposition to Westminster's Trade Union Bill.

How will women's voices be used during negotiations?

- Women continue to be consulted at events organised by the SWC, Parliamentary events and through the women within the Government, remembering that the First Minister will have the final say. It is interesting to note that, apart from the Prime Minister, the UK Government has not involved a single female Minister. This is not the approach of the other nations.
- *"I am open to anyone speaking directly to me about what should happen and where we're getting things wrong."*

How can borders within the UK potentially act as barriers to free movement if Scotland remains within the single market?

- There will be no barrier between Scotland and England, even if Scotland remains within the single market, similar to that which happens in Norway and Sweden at the moment. Problems could, however, arise between Northern Ireland and the Republic if a proper four nations approach is not taken.
- *"The flow of trade between Scotland and England will continue. The Scottish Government has always made that clear. England are one of our biggest trading partners."*

Scotland wants to be able to welcome refugees and asylum seekers. Would different positions with regards to the Single Market between Scotland and England impact on this?

- At present, Scotland takes fewer refugees than anyone else within the UK. We could take more, particularly in more rural areas such as Argyll and Bute where we are losing population. Scotland needs migrants, or else the country will de-populate.
- Migration policies can be different - we only have to look at the Republic and Northern Ireland.

How will information about the Brexit negotiations be reported back to women?

- There will be more dialogue as the process continues. One of the main issues will be how the UK will report back its final intentions with regards to leaving the EU. People's voices have to be heard as negotiations take place. The Scottish Government believe that there should be as many regular updates as possible so that communities do not just receive a piece of paper once everything is concluded.

There is a real chance that protections for workers such as the Working Time Directive will be removed post Brexit. What is the Scottish Government doing to ensure the worst aspects are mitigated to protect workers rights?

- The Scottish Government believes that the powers which come back from Brussels do not stop at London but are brought to Edinburgh. The Scottish Government is committed to working with Trade Unions to implement the most important rights.

Amy Haughton

is a trainee solicitor at Thompsons Solicitors. She has an interest in the advancement of the protection of human rights, particularly in relation to gender based issues. Amy outlined the key legal aspects of the UK leaving the EU.

- The process for triggering Article 50 has created a lot of uncertainty. It will have an impact on current and future legislation, both in Scotland and the UK as a whole. EU law has status in Scotland and the UK, particularly around increasing protection given to women. If the UK or Scottish Parliament legislates in a way which is incompatible with rights given through the EU, then it can be challenged in court. This will be lost post Brexit.
- There are no guarantees that what is available now will continue to be available when the UK leaves the EU. A woman who was born in 1973, for example, has grown up with protections as an employee, partner, worker and mother which have increased thanks to the EU. She is entitled to equal pay for work of equal value. When she is expecting a baby she is entitled to time off for antenatal appointments and maternity leave once the baby is born. If she is discriminated against in the provision of services, such as insurance, or any contract she enters, she can challenge this. If she becomes a victim of violence because of her gender, this has to be recognised by the criminal justice system.
- Contrast that with a woman who is born in 2016. She would expect to grow up with all of the protections which have been gained over the last 45 years, but Brexit throws up uncertainties as to what will continue to be protected. We are at risk of losing more and more influential sources of law to guide the Scottish Parliament.
- What happens to the law that is already in place when we leave? Without the protection of the EU there is a possibility that the UK Government could erode rights rather than strengthen them. It is not inconceivable that this could happen. We are leaving behind a legislative body and courts which have the power to provide checks and balances for national parliaments.
- There are concerns that if there are gaps left in the law, they might not be filled by either the UK or Scottish Parliaments. We need to ensure that women are not either directly or indirectly disadvantaged. It is important that women's rights do not fall off the agenda.

Angela Crawley MP

was elected as the SNP MP for Lanark and Hamilton East in May 2015.

- The impact of Brexit will be wide-ranging in ways we often do not consider, from agriculture to the economy, employment to the environment, energy and climate change, as well as social security and many more policy areas. The UK has voted for Brexit but many who voted to leave didn't know entirely what they were voting for. A false economy was built, using the argument that leaving was all about immigration and building borders to keep people out. In reality, Brexit means we are effectively cutting ourselves off from rest of world.
- It Important protections such as the Working Time Directive and anti discrimination measures were brought about by the EU and while there are some examples of where UK has gone further than EU measures, there is no guarantee that going forward those would remain or stay the same.
- Having witnessed first hand the UK Government's priorities, it is not clear that they are interested in guaranteeing the rights of workers, women or anyone else. We have to recognise that they could potentially roll back protections.
- Women's rights are human rights, so denying them has an impact on everyone. Women stand to bear the brunt of UK Government policies and that's with EU protections. For example lone parents stand to lose 18% of their annual income in real terms, which equates to approximately £9,000 per annum between now and 2020. A single female pensioner stands to lose out on 71% of her expected standard of living over the next 5 years.
- There are many benefits to EU membership which were not explained to people before they voted in June, which is why SNP MPs will vote with 50 substantive amendments to the Article 50 Bill. The party's first priority is protecting Scotland's interests and its place in the single market. The UK has failed to make a concrete plan. Telling people 'Brexit means Brexit' is meaningless, unless it can be explained to the public in real terms.

- Some aspects of the Brexit process have been made more certain. For example, we know from the Prime Minister's recent speech that the UK will no longer be in the Single Market, therefore not bound by rights related to that. The risk to jobs and the economy as a result is unknown. We also know that the Prime Minister will repeal the European Communities Act and transfer EU law into the UK. She will protect and maintain worker's rights and even build on them, but to the benefit of whom?
- What is at stake as a result of Brexit? A range of equality and equal treatment rights overall, as well as wider anti-discrimination rights under the Amsterdam Treaty. We also stand to lose Health and Safety rights including working time, pregnant workers rights, parental leave and work/life balance policy commitments. There are also issues around part-time and fixed-time directives, as well as agency workers rights, information and consultation rights, TUPE and collective redundancies.
- There are also significant wider concerns around the UK leaving the EU. The Chancellor of the Exchequer has threatened to undercut the EU if Britain doesn't get a good deal. Will employment and equality rights also be used to a competitive advantage? There are also issues around legal remedies which will no longer be available through the European Courts.
- There are ways in which we can ensure that rights established under the EU can still be realised post-Brexit. Most equality and employment rights are currently reserved, however the Prime Minister has indicated she would be willing to extend devolved powers. It is hoped that these important areas will be included in those plans. Similarly, existing devolved powers could be used to enhance and ensure rights.
- Times are fast changing and uncertain. We need to avoid scaremongering, but also be vigilant about what lies ahead. It is essential that there is a clear focus on the impact of Brexit on people across Britain - on our jobs, families, standard of living and quality of life. At present, we are not seeing that from the UK Government. There is a need for a sector-by-sector, region-by-region impact assessment and we must have solutions for potential issues. Fundamentally, those negotiating our exit from Europe must ensure that voices are heard and that they are inclusive in shaping that future.



Question and Answer Session

Following speakers presentations, women were invited to ask questions about issues important to them, their families and communities as a whole.

Is it conceivable that one glimpse of light which might come out of Brexit is that we will no longer be bound by state aid regulations? It has been said that state aid is one of the things preventing us having a privately owned transport system.

Kathleen Walker Shaw (KWS)

It has always suited successive UK Governments to make out that these rules are more rigid and horrible than they actually are. State aid rules are really a way of excusing the fact that British Governments have had no intentions of supporting British industry – they have been portrayed as a bad thing but are really just a veil for a dogmatic refusal to support British jobs and British industries. You only have to look at what France, Germany and Italy have done for their industries in spite of the existence of these rules. There is nothing within EU laws which says that as a country we are unable to put our transport services back into public ownership. Both Belgian and French railways, for example, are still under public control. Privatisation of transport and other services in the UK has only ever been a political decision and has not been because of the EU.

How will the ratification of the Istanbul Convention be affected because of Brexit?

Amy Haughton (AH)

There are directives which outline when a woman is a victim of assault or Gender Based Violence (GBV). In general, the approach taken should be holistic and they should not be victimised, however these are not always standards which are met in the UK. Brexit means moving away from such directives which leads to a risk of the loss of some protection. While the Human Rights Act (HRA) is in place there are still measures to pursue rights. Post Brexit, we need to keep pushing for that important legislation to remain and to strengthen our protections. While they exist, they don't always get enforced by the courts. For example, women are still questioned about their sexual history in sexual assault cases, even though they should not be.

Has anybody been able to put an amount of money that's being spent on Brexit from the very start to where we are today, far less where we're going to be when we actually come out of Europe? Perhaps if money had been spent wisely on NHS and other services, both Scotland and the UK would be in a far better position than we are at the moment.

Angela Crawley (AC)

The UK Government will be incapable of putting a direct figure on the cost of the process. A complete figure would have to take into account the referendum and everything since the vote, as well as costs associated with triggering Article 50. As well as that, the UK will also find itself becoming involved in other trade deals. There is no quantifiable way of knowing how much it all costs. There are also costs in terms of current resources. For example, Government departments are struggling with stretched resources and staffing.

As a Dutch national living in Scotland, what will my life be like after Brexit? My future is unclear.

AH

In terms of freedom of movement, it is important to keep pressure on both the UK and Scottish Governments as to what will happen with those who currently live in the UK, so that things do not impact on individual who are settled here. There has been a lot of scaremongering and not a lot of answers. We need to ensure that free movement isn't affected to the extent that the rights of those already in the country are diminished

AC

A lot of the solution to this particular issue comes down to leadership. We know that rules around border controls are still reserved to Westminster, so it is for the UK Government to show that leadership. It was, however, a strong statement from the First Minister that all EU nationals will still be welcome in Scotland. A lot of aspects of our economy and services are centred around people who come to live, work and contribute here – we have to be pragmatic when discussing rules around migration. We cannot have a 'one size fits all' approach to the UK as a whole, as there are many areas that would welcome people with contributions to make.

KWS

We have to ward against the growing ideas of intolerance which are being perpetuated by irrational views about what migration really means. This is often despite clear evidence to prove the positive effects of migration – for example in certain areas of the UK we rely on migrant work and will continue to do so. Those campaigning to remain tried during the EU Referendum to portray the true facts about migration, which sadly did not seem to change many people's minds, despite all the statistics they were given. All countries manage their migration. It is not necessarily a racist or intolerant thing to do, if it is done in a way which welcomes individuals to this country. We will still need migrants after Brexit. Migration has defined our economy for centuries, it is not a new phenomenon but something which has happened over many years. It is important to look to regions where migration would be welcomed. It is also vital to ensure that none of the migratory flow is about undercutting and encouraging exploitation. Employers must pay the correct rate for a job regardless of who is doing it. A role is no less worthy if someone from Poland is doing it than if a UK citizen is doing it.

There was a growing anti-Muslim sentiment pre-Brexit, which only seems to be getting stronger. Will that sentiment further alienate minority communities who already feel under the spotlight after Brexit?

KWS

It is not just the UK leaving the EU that causes those concerns, but wider intolerant views which embolden far right groups to claim legitimacy towards their views. A cultural change is necessary in order to stop this from happening. We've come a long way with our human rights culture, so we have to fight to ensure that keeps progressing. It can only be stopped if we challenge it. There is a danger that once people give legitimacy to ideas that tie in with far right groups, they then become policies and legislation so we have a duty to make sure that does not happen. We cannot be seen to legislate to legitimise discrimination.

AC

Racism and xenophobia existed for a long time before Brexit and Trump, however it has been re-legitimised by far right parties like UKIP and Britain First. All of us in society have a role to play to challenge these views and attitudes. We should be more confident in challenging it wherever we see it. It comes down to leadership, however if the party in Government continue to use words like 'swarms' to refer to people seeking refuge in this country, that mainstreams the idea that that's an acceptable way to speak about people.

When we leave the EU, could there be another independence referendum in the near future?

AC

I do think Scotland would be better as an independent country. The result of the 2014 independence referendum was perhaps based on the idea that Scotland could remain in the EU if we stayed in UK, however the state of play around that has changed. Despite this, our first priority has to be to deal with Brexit. It would be really irresponsible of us to do anything other than explore every single option and consider every view, as well as consult with people properly before we make any decisions. I want us to deal with Brexit first.



AS part of the consultation process, women were asked to let us know what Brexit means to them. Here are just some of the key words and phrases used.



Roundtable Discussions

What are your key priorities for the Brexit process?

It was clear from feedback from these discussions that women have broadly similar concerns and priorities for the Brexit process.

Protection of Rights

The main priority outlined by women was undoubtedly ensuring that the range of rights brought about by membership of the EU - such as equality, employment and human rights, are maintained and built upon following the UK's exit from the EU. Women are worried about the potential impact on European legislation. Concerns have been raised particularly around the hard fought protections against discrimination and maternity rights, as well as the protections guaranteed around the Working Time and Agency Workers directives.

These protections are particularly important for those who undertake part-time, low-paid, temporary employment on zero hour contracts, for example in the cleaning and homecare sectors, in which women predominate.

“If it wasn't for Europe we wouldn't have some of the most basic employment rights. Many are at real danger of exploitation if these are reduced or removed. This could force women out of the workplace and into the benefits system. That would be disastrous, both from an economic perspective and also for women in general.”

European principles have been embedded into domestic law at a UK level. Despite this, women continue to be discriminated against in the workplace. The added protection of European courts on these matters is seen by many women as a “*safety net*”, the removal of which would be very damaging. There are real concerns that without the support of Europe behind the domestic legislation, the situation will become even worse.

“If there is no obligation for these important measures to be adhered to, there's a real possibility that the UK Government won't see fit to do anything to ensure they're being carried out domestically. If this happens, it will be a step back in time for women's rights.”

It is vital that the UK takes workers rights into consideration when negotiating new trade deals, ensuring that the protections which already exist are not diminished. There is a real risk of exploitation if this is not accounted for going forward.

Women also expressed concern around what leaving the EU will mean for the protection of human rights. The European Convention on Human Rights (ECHR) is enshrined in domestic law through the Human Rights Act 1998. The current UK Government's manifesto commitment to repealing this piece of legislation and replacing it with a 'British Bill of Rights' has raised a number of issues. There is a feeling amongst many women that this is even more likely to happen following the EU referendum result.

“Even though technically Brexit doesn't mean we are outwith the protection of the ECHR, there's still a worry that our protections will be eroded as a result of the vote. Human rights are universal and guarantee every citizen's most fundamental freedoms. This cannot be forgotten.”

An Open, Transparent and Accountable Brexit

Women feel that the UK Government has not been open and transparent during the process so far. While the Scottish Government has been commended for ensuring that as much information as possible is fed back to communities, the same cannot be said at a UK level.

There is a lot of uncertainty, particularly with regard to how long it will take Britain to leave the EU, as well as Scotland's position within that process. The progression of the UK's exit from Europe must be informed through a coordinated, four nations approach.

"I don't think Scotland's voice is being taken seriously during this whole process. But it's hard to tell, because we get so little information. The people of the UK took this decision, whether we like it or not. The politicians have a responsibility to make sure that we are kept up to date with what's happening."

There is a feeling that the electorate were not fully informed of the impact of leaving before the vote was taken. It appears to be the case that women are still not being informed. The UK Government must, therefore, engage in meaningful consultation with individuals and communities the length and breadth of the country.

"It can't be a case of a report once the process has been concluded. We need to get the best deal for our country, in the most open and respectful way possible."

It is extremely important that, going forward, the public are kept up to date with all information regarding Brexit. This must be presented in a concise, non-jargoned way and should be accessible to everyone. Some of the concerns expressed by individuals may be easy to alleviate through clear and effective communication.

European Funding

There must be recognition of the adverse impact of the removal of services which are funded by money which comes from Europe. Local organisations and projects provide vital support and assistance, particularly in rural communities, without which many women would be unable to access education and employment opportunities. The sense of community which can be fostered through these services cannot be underestimated.

"Rural communities stand to lose out as a result of the vote to leave. What happens to subsidies currently available to farmers? How will we bridge the gap in funding for rural communities with the withdrawal of grants? Rural Scotland has benefitted greatly from EU membership. Please don't leave us behind during this process."

Many rural locations rely on European funding for infrastructure projects and business support. New roads and buildings provide employment opportunities and networks which ensure that women engage economically, socially and without isolation.

"Scottish communities benefit financially from EU membership. Funding allows them to make choices about what works best for them. Communities are very strong entities but require access to funding, information and shared experiences. All of this can be found within the framework of the EU."

Other Priorities

As well as the key issues outlined above, women have also made clear that areas such as defence and security are taken into account, particularly around NATO membership, Trident and how this will be managed once we are outwith the EU. The maintenance of freedom of movement is another key consideration during the Brexit process.

There is widespread recognition that Scotland relies on migrant workers, who make a valuable and important contribution to our economy and society as a whole.

“Our country needs migration. We need the doctors, nurses, engineers, academic researchers, childcare workers and teachers who come here from other EU countries. They enrich our culture and bring a wide range of skills and knowledge, but so many are concerned about their position since the vote to leave the EU was taken. The First Minister’s statement that they are welcome is so important, but how will this play out as border control remains reserved to Westminster?”

Many women are concerned as to what will happen to the ERASMUS (European Region Scheme for Mobility of University Students) programme in the wake of the referendum result. Erasmus encompasses all aspects of educational exchange for students, academics and relevant institutions within European countries. This programme has enhanced the lives of many young women who have been able to take advantage while at university.

“To be removed from this historical and enlightened structure would be extremely damaging for future generations, who could miss out on this fantastic and often life changing opportunity.”

It is not clear what the impact of Brexit will have on ERASMUS at the moment. There are, however, suggestions that its future cannot be guaranteed. The free movement of students both to and from the UK from the EU is extremely important and must also be considered.



What does Brexit mean for you?

As well as roundtable discussions, women were asked throughout the day to outline their issues, concerns and ideas around Brexit. The SWC believe it is vital that women’s voices are heard as part of this historical process.

Women attending this event were, in the main, clear about what Britain’s exit from the European Union means to them. The majority of those who voiced their concerns want further clarification around the process, as well as specific issues about particular areas of policy and legislation. Words such as “*uncertainty*”, “*fear*” and “*anxiety*” were common.

“Utter heartbreak and loss. I am devastated at the prospect of people across the world looking to our country and seeing it as closed and unwelcoming, not a good place to visit or work in or make a new life in. I fear that there will be a reduction in educational links, cross-learning and expertise being shared. All this will become difficult or impossible.”

“Uncertainty for the future, especially with trade and employment. I have concerns that we could go to war again because of past differences. I’m also worried about the future for Scotland, as a small country, whose inhabitants generally welcome newcomers as opposed to the UK wanting to be ‘closed’ to all but their own.”

“Total uncertainty about the future. I am particularly concerned about intolerance and xenophobia.”

“Unhappiness regarding our separation from the people of Europe. A strong Europe is an essential balance against the USA and Russia. The Westminster Government’s obsession with ‘going it alone’ will result in difficult negotiation. I’m also concerned about women’s rights.”

“There is real uncertainty regarding the future of Scotland, with the potential for a change in our economic, political and legislative future. I’m worried that there will be a reversal of human rights and equal rights legislation as a result of Brexit. This could mean genuine financial hardship for Scotland.”

“I am deeply disturbed about the removal of togetherness, of common mission and purpose, that we should all live at peace with each other, has been severed at a stroke. I am also concerned for the next generation, in that we have created enormous problems for them.”

“The effect on the free movement of students to universities and institutions of higher education is threateningly dangerous. Universities in the UK depend on European money and interaction, as well as collaborations on research. No reassurance has been given to ensure their high status in the world rankings, which is bad for Scotland.”

“The whole process has exposed UK Government’s utter hostility to collaborative ways of working both within the UK and within Europe. There is a complete absence of concrete ideas as to what a post-Brexit UK will be like.”

“Brexit means uncertainty. I have a real lack of trust that the UK will be able to exit and maintain economic stability. One of the main worries I have is the potential for laws which protect fundamental rights being diminished. I genuinely fear that we are seen as the laughing stock of Europe, that the exit will be acrimonious and this will spill over to treatment of individuals in Europe.”

“I’m experiencing anxiety as a woman who will be considering having a family in the next few years. I am currently classed as a ‘young professional’, but I have a limited budget every month. How can I support a family without maternity rights in a system which considers that I should have enough funds to support myself, but in reality do not?”

“I was born and grew up in Italy as the daughter of an Italian mother and a British father. I had always felt so proud of the two cultures and languages I identify with. I felt proud of identifying as a European. I believe in cooperation, multiculturalism and in the strength of inclusiveness. Brexit to me means the complete opposite. It is a backwards move both socially and economically.”

“There are so many things to consider - Brexit will increase racial tensions, businesses will definitely suffer, and families already under financial pressure will be in a worse off position. Overall, I do not see any light at the end of this tunnel.”

The majority of women who provided individual feedback felt uncertain, anxious and in some cases afraid of what would happen to both Scotland and the UK as a whole. There were, however, those who supported the UK leaving the EU.

“We have to get on with it. The will of the people of the UK overall was to leave the EU, therefore the UK Government should act as soon as possible and invoke Article 50, irrespective of other issues. I believe in nation state terms that small is beautiful and Scotland should look to Switzerland or similar small nation states as a model for future success.”



Feedback from the Event

A very interesting event. It gave me a lot more knowledge and information about Brexit which has answered some of my questions. Thank you!

Having the Minister here to provide information from a Scottish perspective has been great.

Another good event on a very relevant issue for women and workers. We need the SWC and its forums more than ever.

Extremely informative as usual. Clarification on the legislative framework, which I was unclear about, was much appreciated.

This discussion was very helpful. I hope that the discussion around women's rights and Brexit continues!



The SWC is funded by the Scottish Government to communicate and consult with women in Scotland in order to influence public policy.

www.scottishwomensconvention.org



@swcwomen

or find us on



Scottish Women's Convention is a charitable company limited by guarantee. Registered in Scotland No. SC0327308. Registered office 2nd Floor, 333 Woodlands Road, Glasgow G3 6NG.

The Scottish Women's Convention is a Charity registered in Scotland No. SC039852.