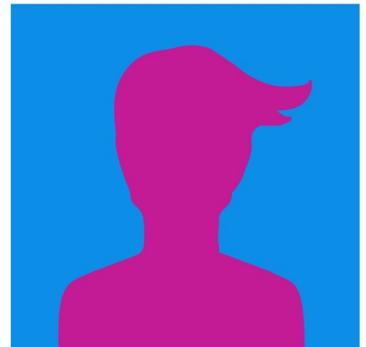


# A Scottish Women's Convention Report for CSW63

The report is prepared in response to the  
Commission on the Status of Women (CSW) Priority  
Theme for 2019

*“Social protection systems, access to public services  
and sustainable infrastructure for gender equality and  
the empowerment of women and girls ”*



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Scottish Women's Convention

## Scotland

Scotland is part of the United Kingdom, occupying the northern third of the island of Great Britain. It shares a border with England to the south and is bounded by the North Sea to the east and the Atlantic Ocean to the north and west. In addition to the mainland, Scotland is also made up of over 790 islands including the Northern Isles and the Hebrides. The land area of Scotland is 78,772 km (30,414 sq miles), roughly 30% of the area of the United Kingdom (UK). The mainland has 9,911 km (6,158 miles) of coastline. Scotland has a population of around 5.2 million people. The majority of which reside in urban areas which also see the biggest increases in migration.

Scotland has partial self-government within the United Kingdom as well as representation in the UK Parliament consisting of 59 MP's. Executive and legislative powers have been devolved to the Scottish Government and the Scottish Parliament at Holyrood in Edinburgh which has a membership of 129 MSP's.

In September 2014 a referendum was held. The people of Scotland were asked to vote as to whether Scotland should become an independent country. 55% of the population voted for Scotland to remain a part of the UK. As a result of this historic decision and subsequent discussions, more powers are being devolved to the Scottish Parliament. These include the ability to legislate on certain taxes, including Income Tax and Value Added Tax; the ability to change the voting age for Scottish Parliament and Local Government elections; powers over onshore oil and gas licensing; employment programmes and certain aspects of social security.

Two years on, Scotland took part in a UK-wide referendum on whether Britain should remain a part of the European Union (EU). While the UK as a whole voted to leave the EU, Scotland overwhelmingly voted to remain.

Women continue to face inequality throughout Scotland for a number of reasons. Due to the unique geographical makeup of the country, taking a one size fits all approach does not address the challenges women face from both a geographic and historical perspective. Women make up 51% of the population. Every piece of legislation that goes through parliament, both reserved and devolved, has a direct impact on them all in a fundamentally different way to men due to persisting gender inequality. Whilst inequality exists throughout Scotland in both rural and urban areas, these issues occur for a wide range of reasons that can differ depending on location. The SWC stresses the need for regional analysis when facing the challenge of eradicating both gender and income inequality.

## Scottish Women's Convention

The Scottish Women's Convention (SWC) is funded by the Scottish Government to consult with women in Scotland to influence public policy. The organisation was set up in 2003 to enable grassroots women to discuss issues relevant to them. Since its inception the SWC has engaged with a wide range of women throughout the country.

The SWC undertakes an annual series of 'roadshows' throughout Scotland. These events are unique, giving women the opportunity to express opinions or concerns, in their local area, on issues which directly affect them. Locations from the Shetland Islands to Dumfries have been visited. All information gathered from the women informs SWC responses to Scottish and UK Government consultations. The object is to ensure that women's voices are heard at the heart of the decision making process.

Thematic conferences offer women an opportunity to inform the policy areas under discussion. Listening to inspirational speakers and the prospect of networking with peers motivates individuals attending these events.

The SWC has used information and quotes gathered at 'roadshows' and conferences for this report. Further research regarding the legislation and current statistics has also been carried out. The views expressed represent the voices of women of various ages and locations throughout Scotland.

## Legislation, Policy and Practice

Following the 1998 Devolution Settlement, Scotland has its own Government and Parliament with limited powers over certain aspects of legislation including: health and social services, local Government and education. Other matters are still reserved to the UK government at Westminster in London including employment, equal opportunities and the majority of social security.

### Across the UK

#### The National Minimum Wage

Every worker in the UK is guaranteed to receive at a minimum hourly rate for the work that they do. This is protected under the terms of the National Minimum Wage Act 1998 (<http://www.legislation.gov.uk/ukpga/1998/39/contents>). There are five varying levels of minimum wage, which range from £7.83 per hour for adult worker over the age of 25 to £3.70 per hour for apprentices who are either under 19 years old or who are in their first year of an apprenticeship.

#### Equalities, Protected Characteristics and the Law

The Equality Act 2010 (<https://www.gov.uk/guidance/equality-act-2010-guidance>) brings together over 116 separate pieces of legislation into one single Act, the purpose of which is to protect the rights of individuals and advance equality of opportunity for all.

The Act merges a number of individual laws, such as the Equal Pay Act 1970 and the Sex Discrimination Act 1975. The other pieces of legislation are: Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Age) Regulations 2006, Equality Act 2006, Part 2, and Equality Act (Sexual Orientation) Regulations 2007.

A number of policy measures are also included and designed to ensure equal treatment for all workers. Part-time, agency workers and those on fixed term contracts are, for example, treated generally equally to full time or permanent staff.

#### The Working Time Directive

Most workers in the UK can only work a certain number of hours per week, under the Working Time Regulations (1998) (<http://www.acas.org.uk/index.aspx?articleid=1373>). These Regulations implement the European Working Time Directive and set limits on an average working week, statutory entitlement to paid leave for most workers and special protections for young workers.

The Regulations ensure, in general, a limit of an average 48 hour working week. Individuals do, however, have the ability to 'opt out' of this restriction when they sign their employment contract. The Regulations also allow for measures such as paid annual leave of 5.6 weeks per year and a 20 minute rest break for anyone working longer than a 6 hour day. There are special regulations for young workers, restricting their working hours to 8 hours per day and 40 hours per week.

### Pregnancy and Maternity Rights

Pregnant employees have 4 main legal rights:

- paid time off for antenatal care
- maternity leave
- maternity pay or maternity allowance
- protection against unfair treatment, discrimination or dismissal.

(<https://www.gov.uk/working-when-pregnant-your-rights>)

These rights ensure that a pregnant employee's terms and conditions cannot be altered without agreement. If an employer does this, they are in breach of contract. Employers also have to give pregnant employees time off for antenatal care. Women must be paid their normal rate for this time off.

Statutory Maternity Leave (SML) is for 52 weeks. It is made up of 26 weeks Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave. Women do not need to take the full 52 weeks. They must, however, take at least 2 weeks leave after their baby is born and 4 weeks if they work in a factory.

In general terms, the earliest a pregnant woman can start her maternity leave is 11 weeks before the expected week of childbirth. Leave begins the day after the birth if the baby is early, or automatically if a woman is off work for a pregnancy-related illness in the 4 weeks before the week that the baby is due. Women on maternity leave must give their employer at least 8 weeks' notice if they want to change their return to work date. The general assumption is that each woman will take the full 52 weeks leave.

Employees must tell their employer about the pregnancy at least 15 weeks before the beginning of the week the baby is due. If this is not possible (e.g. because they did not know they were pregnant), then the employer must be told as soon as possible. Women must also tell their employer when they want to start SML and Statutory Maternity Pay (SMP). Employees are unable to take time off for antenatal appointments until they have told the employer about the pregnancy. When a woman tells her employer she is pregnant, the employer should assess the risks to the woman and her baby. If there are risks, the employer must take reasonable steps to remove them, for example, by offering the employee different work or changing their hours. If they cannot remove the risks, the employer must suspend the employee on full pay.

If parents adopt, the maternity rights for the primary carer (most often the mother) are the same as those who have given birth.

The Additional Paternity Leave Regulations 2010 make it possible for the woman to transfer up to 26 weeks of her maternity leave entitlements to her partner. However, it still remains the case that women care more for children than men.

## Scotland

### [The Domestic Abuse \(Scotland\) Act 2018](#)

This legislation to tackle domestic abuse has been hailed as a historic milestone for tackling VAWG. The Act redefines the offence of abusive behaviour to cover both physical and non-physical, coercive and controlling abuse. Implementing a definition that illustrates the many forms abuse can take is crucial in order to recognise the vast array of violence that many women suffer at the hands of perpetrators is not always just physical.

In addition, the implementation of the Disclosure Scheme for Domestic Abuse within Scotland, has led to a surge in the number of women using this in order to protect themselves and their families from potentially abusive partners by empowering women with the right to ask about the background of their partner.

### [Abusive Behaviour and Sexual Harm \(Scotland\) Act 2016](#)

The Abusive Behaviour and Sexual Harm (Scotland) Act 2016 lays out definitions of abuse and legal penalties for perpetrators.

In the same vein as the Domestic Abuse Act, it sets mental abuse on the same legislative footing as physical harm, including aggravation of offences with intent or recklessness to cause harm. The Act also covers so-called “revenge porn” and the sharing of explicit images, including threatening to disclose an image with the intent of causing fear, alarm or distress. A judge can make directions to a jury in cases where evidence is given which suggests a victim delayed in reporting an offence to take away preconceived ideas that juries may have towards sexual offence victims.

### [Social Security \(Scotland\) Act 2018](#)

This landmark piece of legislation focuses on a number of powers over social security which will be transferred from the UK Parliament to the Scottish Parliament. Eleven benefits will be devolved including Disability Living Allowance, Winter Fuel Payment and Carer’s Allowance. The Bill not only includes proposals for how these forms of assistance will work under the new system, but also lays out plans for principles at the heart of the new Scottish Social Security agenda.

The proportion of the social security budget that will be devolved to Scotland amounts to £2.7 billion, or 15%, of the total £17.5 billion allocated to the country annually. The Scottish Government has set forth their legislative framework in the form of the new Bill, with a universal emphasis on respect and dignity as well as principles outlining a basic human right to social security in accordance with Article 22 of the UN’s Declaration of Human Rights.

### [Gender Representation on Public Boards \(Scotland\) Act 2018](#)

This legislation requires positive action to be taken to redress gender imbalances on public sector boards by introducing gender quotas. Setting an objective for at least 50% of non-executive members to be women, it also requires authorities to take steps to encourage women to apply to become board members and take into consideration barriers women face.

Equal representation on public boards will be more representative of society overall. It is hoped that women’s voices will reflect the issues, concerns and ideas of those upon whom decisions will impact. This, in turn, has the potential to significantly improve matters for gender representation.

## The Voices of Women in Scotland

**Social Security** is a system of payments made by the government to people who are out of work, are in low paid work with little income, are sick or are retired.

Most of the social security benefits are reserved to Westminster, however, the Scottish Government has control over some benefits for Scottish people.

The Scottish Government has consulted with individuals and organisations over a period of time to ensure that the devolved benefits and new benefits agency supports those in need. At the heart of this process has been - *“Putting dignity, fairness and respect at the heart of everything we do, at Social Security Scotland everyone is welcomed and treated equally”*.

[Social Security \(Scotland\) \(2018\) Act](#) (see page 5)

[Welfare Funds \(Scotland\) Act 2015](#) provides assurance that local welfare continues in Scotland. It covers the use of Crisis Grants in emergencies and Community Care Grants to allow people to live independently for those in certain situations such as care leavers and those leaving prison.

### Other Social Security Initiatives:

- Abolishing the “84 day rule” for children who have been in hospital for over 84 days of DLA or Carer’s Allowance.
- Introduction of the Young Carer Grant from 2019 of £300 annually.
- Universal Credit “Scotland” Powers: option to be paid twice monthly and to have housing benefit paid directly to landlord.
- Abolition of continuous assessments for those with long term conditions.
- Free sanitary products available across a range of public services and third sector organisations as well as colleges and schools.

The Agency to administer the new benefits - Social Security Scotland - was launched in September 2018.

Universal Credit (UC), a benefit administered by the UK Government, has adversely impacted on women in Scotland. UC combines Child Tax Credit, Housing Benefit, Income Support, Income based Jobseeker’s Allowance (JSA), Income-related Employment and Support Allowance (ESA) and Working Tax Credit.

Claiming UC has left women *“constantly on edge”*. There is a continuous need to fill out forms, declaring extremely personal details, with little to no assurance of exactly what you will get on a month to month basis.

Difficulties also arise when claimants are directed towards call centres, rather than face-to-face contact with staff. Women say that it is easier to explain circumstances to a person directly, as opposed to over the phone.

*“I can get quite flustered over the phone and I can’t always hear what the person is saying on the other line. I would rather have these discussions with a real person, but that’s not always possible.”*

The impact of UC on women’s mental health has been described as “*devastating*”. Many struggle to make ends meet, and the little money they are left with once bills and debts have been paid is not enough feed their families.

*“It leaves people with nothing.”*

Too many women and their families, many of whom are in work, are living in poverty. A complicated benefits system and the increased use of precarious work means that there is no guarantee of a fixed income each month. The levels of poverty are described as “*Victorian*” and a lasting impact will be seen for generations to come.

How much someone can earn before seeing a decrease in their UC has left many women out of pocket with many commenting they have been told to simply “*uptake more hours of work*” in order to make ends meet. This is, however, simply not possible due to the contracts they work under, a lack of overtime and childcare issues. Many noted that whilst the DWP has stressed that UC is more beneficial for those on contracts who may work differing hours every month or so, this does not always translate into practice. Women have reported receiving payments that are imbalanced as to what they have actually earned, leaving them severely out of pocket and unable to budget for the coming month.

*“There are no guarantees my employer will increase my hours. I need this money to pay for my childcare. If they can’t increase my hours I really don’t know how I’m going to manage.”*

*“You feel like a burden. It’s so demoralising. People just assume you don’t want to work and that you’re lazy when this is the last thing. Why would anyone rather be stuck in this system than out earning?”*

Sanctions, where money is deducted from a claimant due to non-compliance with procedures, are seen to be “*one size fits all*” and do not take into account individual circumstances. In line with feelings of waiting to be tripped up, many feel these are put in place so as to ensure pay is decreased with disregard for what a person might be going through personally.

Women have spoken about a number of issues relating to in work poverty. With many noting a perception that because someone is employed that they will be in a financially secure place, when more often than not the opposite is true.

*“There’s a perception you’re either unemployed and on benefits or in work and doing fine. There’s no middle ground.”*



**Health and Social Care** is devolved to Scotland. The Scottish Government is responsible for delivering policies and procedures which aim to help people to sustain and improve their health. The SWC undertook work around women and health in 2018. Below are some of the outcomes and comments.

**Breast Screening and Cancer Detection:** Women in Scotland between the ages of 50 and 70 are offered breast screening every 3 years. This involves taking breast X-rays (mammogram).

*“I go, but it’s awful. You feel as if your breast is going to explode.”*

Appointments, however, can be off-putting for women who have transport or employment issues. Location can also be a barrier, particularly for those who live outwith main towns. The cost of transport and caring responsibilities can all impact on a woman’s ability to attend these types of arrangements.

*“The facility that carries out the scans is far away from where I live and the bus service is quite limited. The barriers I face outweigh the benefits of going.”*

**Diagnosis and Treatment:** It should be noted that the NHS as a healthcare service is free to all at the point of access. The importance of investment in the NHS cannot be underestimated.

Women report mixed experiences of diagnosis and treatment.

*“I was appointed to a nurse to whom I could ask anything however trivial it may seem but to me was huge.”*

*“I was told, with little emotion, that I had breast cancer and my only option was to have a mastectomy. I had nobody with me and was offered no comfort from the doctor who gave me the news.”*

**Cervical Screening and Cancer Detection:** All women aged 25 to 64 in Scotland are invited for cervical screening (smear test). Women aged 25 to 49 are invited every three years and women aged 50 to 64 are invited every five years. Although the procedure is seen as uncomfortable, the benefits of being checked far outweigh the negative aspects of a smear test.

*“It just seems the responsible thing to do. It isn’t very pleasant, but it’s a great deal better than finding out you’ve got cervical cancer when it’s too late to do anything about it.”*

**Diagnosis and Treatment:** There is a reluctance amongst women to discuss this aspect of health. This means that some who are advised that they require further tests can often feel isolated and left fearing the worst after a diagnosis.

*“I was so scared. Then I started mentioning it to other women and it turned out that loads of them had had the same thing. I instantly felt better knowing that I wasn’t alone.”*

Women who have undergone further tests and treatment commented on the positive support they received from NHS staff.

*“Having another woman there, chatting away and holding my hand was honestly invaluable.”*

**Mental Health:** The majority of women with experience of mental ill health have sought some form of assistance either via their doctor or a counsellor. Patients have reported waiting months to be referred on to dedicated mental health services.

*“I was offered counselling, but it took four months for my first appointment to come through. I would have liked that support earlier.”*

When it comes to living with mental ill health, many struggle on a daily basis to cope with everyday activities. It has a detrimental impact on their lives.

*“My depression has made me unable to deal with large crowds and noises. It manifests as anger and me shutting down and being unable to function. I don’t feel like I am able to hold down a job and our family life struggles.”*

Some would have preferred more holistic therapies, or other forms of talking therapy. The waiting lists for these, however, are extremely long, which is not helpful when people are struggling. There are other ways to assist with poor mental health, such as through support groups within the community and third sector organisations.

*“These groups are brilliant - they’re a lifeline for people. But if you don’t know that they exist, or don’t have the capacity to take the first steps to go along, you’re never going to be able to benefit.”*

A full copy of the SWC report on ‘Women’s Health: An overview of women’s experiences of healthcare in Scotland’ can be found at <https://www.scottishwomensconvention.org/content/resources/Womens-Health-in-Scotland-Report.pdf>

Additional resources and information can be found at <https://www.scottishwomensconvention.org/content/conferences/>

*“We are the hormones we’re made of - we’re held hostage to them and they define every aspect and stage of our lives.”*

**Access to GP services** have also been discussed by many women throughout Scotland. Most have spoken about the ease of access in obtaining an appointment while others expressed concern over the lack of flexibility.

Appointments are, in the main, offered between 8am and 6pm, the same time at which many women are in work. Not all employers are willing to allow staff time off to visit the GP and not all employees are able to take time off, risking losing out on wages.

**Rural Issues** Women from rural areas have spoken at length about the issues in accessing health services due to distance travelled and access to public transport.

Car ownership is seen as a necessity meaning that women on lower incomes who cannot afford this are systematically hit twice as hard due to the inaccessibility of public transport. It is a vicious cycle that means those most in need suffer the worst.



**Housing and Homelessness:** The SWC is currently undertaking work in this area. Housing and homelessness issues are devolved.

- [Housing \(Scotland\) Act 2014](#) protects tenants' interests, supports improvements to housing quality and secures better outcomes for communities.
- [Housing \(Scotland\) Act 2010](#) introduced the Scottish Housing Charter which sets 16 standards and outcomes that all social landlords should be meeting.
- [Private Housing \(Tenancies\) \(Scotland\) Act 2016](#) passed in 2017, allows for additional security for tenants in private lets. This includes protection from frequent rent increases, removing the ability of landlords to evict tenants when they are not at fault and gives tenants core rights.

The SWC is engaging with women to ensure that this legislation is supporting them and their right to decent living conditions.

Under the [Affordable Housing Supply Programme](#), the Scottish Government is committed to deliver at least 50,000 affordable homes by 2021 backed by over £3 billion. This target represents a 67% increase in affordable housing supply, and 35,000 of the 50,000 target will be for social rent.

A report of the SWC's launch of this work can be found at <https://www.scottishwomensconvention.org/files/housing-and-homelessness-report.pdf>

Priorities highlighted by women so far are:

- A safe environment.
- Financial help.
- Safeguarding of children's welfare.
- Joined up support for women experiencing homelessness.
- Affordable and accessible social housing.
- Social security to take into account when women move into a new house.

*"Women are living in overcrowded conditions, or in homes which are damp or in a state of disrepair. Under allocation processes they don't quite qualify for the type of housing they really should be living in."*

*"People are living in conditions whereby the house requires upgrading but they are reluctant to complain to private landlords in case they are evicted."*

*"Everyone knows there's just not enough Council Housing in Scotland."*

*"Welfare goes hand in hand with homelessness and housing issues."*

*"Too many women and their children are living in unsuitable accommodation."*

*"It's a catch-22 - I either compromise my children's safety and live somewhere I'm really not comfortable being, or I don't get a house at all."*



**Violence Against Women and Girls** legislation is embodied in the following -

**Domestic Abuse (Scotland) Act 2018:** (see page 5)

**Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls:**

- Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls.
- Women and girls thrive as equal citizens – socially, culturally, economically and politically.
- Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.
- Men desist from all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response.

More information can be found at

<https://www.gov.scot/publications/equally-safe-scotlands-strategy-prevent-eradicate-violence-against-women-girls/>

**Abusive Behaviour and Sexual Harm (Scotland) Act 2016:** (see page 5)

**Human Trafficking and Exploitation (Scotland) Act 2015:**

<https://www.gov.scot/policies/human-trafficking/>

*“My ex-partner was eventually charged with a breach of the peace for the abuse he carried out against me, which I was relieved about. However, the judge couldn't take into account the fact he had chosen my clothes every day for the previous three months, or that I wasn't allowed to take my own bank card anywhere.”*

*“It's important for women to be able to provide context in cases of domestic abuse. Just because it's an accused's first time in court doesn't mean the abuse hasn't gone on for a long time.”*

*“Education resources in schools should explore Violence Against Women and Girls (VAWG) issues. They should educate young men that violence and aggressive behaviour is not acceptable and tell young women not to accept it.”*

*“It is a case of empowering women. We are protected in law – or so they say - but there is still culture and society of misogyny that needs to be outrooted.”*

*“Sexual harassment comes down fundamentally to violence against women. Men in our society have a responsibility to point the finger at other men that are doing it and not shield it.”*

*“With regards to sexual harassment anything that a woman personally regards as inappropriate behaviour should be deemed as such.”*

*“Harassment is a misuse of power. Some have it because of their gender or ethnicity or by getting into a position of power. It can change a dynamic.”*



## **Caring**

Women undertake most of the caring responsibilities in communities throughout Scotland – whether this be childcare or elder care. There are very little resources available to support women financially in their time of need. Women save the economy money year on year by providing care where social services are unavailable

*“Women are carers. We just get on with it.”*

Carers undertake a *“balancing act”* between home and work life which is precarious but must be struggled through. Restrictions on Carer’s Allowance, such as the demands to only work certain hours for certain income amounts make leaving a job impossible. Women still, however, have to be a carer full time. Despite the welcome of the £10 top up for this particular type of social security by the Scottish Government under new powers, the remuneration is still so low that women are basically forced into working.

*“Caring really is a second job but it’s not seen as such – you have to work to pay for the care support, so it’s double discrimination for women. We’re financially worse off and it’s not our fault.”*

Women discussed just *“having to put up and get on with it”* even when they are extremely ill. Many spoke of feeling unsupported and the extreme toll this has had on their mental health.

*“There is a feeling of just wanting to run, but you can’t because you are responsible for another human beings life. There is the sheer toll and then the guilt you feel in those times when find yourself wishing you didn’t have to do this.”*

With regards to childcare, the fact that state funded early years education does not begin until a child is at least two years old means there is a reliance on private provision by families, the cost of which is out of the reach of many. Women have to make a choice as to whether to return to work or stay at home.

*“It would cost us more to send our child to nursery to cover the hours I would be working than our mortgage every month. Weighing it up, it makes financial sense for me not to work. We’re going to look at the situation again once my child reaches the age of entitlement for free childcare, but we have to hope that there will be a nursery in our area that suits our requirements.”*

*“When someone returns to work, they start at the bottom again.”*

Due to the lack of formal provision, women rely on family and friends to help look after their children. This often falls on grandmothers, who tend to still be working part-time and frequently are still providing care for older relatives. These *“sandwich carers”* are looking after both the young and the old. Their contribution, however, continues to be undervalued.

There needs to be

- initiatives to encourage employers supporting women returners such as “phase in” schemes and shared parental leave for fathers and
- childcare strategies to take account of the different forms of employment and hours women work out with the stereotypical 9 to 5.



## Conclusion

Women in Scotland undoubtedly benefit from legislation, policy and practices which enhance women's empowerment. Despite these advances, however, it is clear that a number of barriers must be overcome in order to create equality. Gendered inequality and women's disempowerment will continue to flourish if the following fail to be addressed and tackled:

- Recognition of the geographical, historical and cultural diversity that Scotland possesses.
- Dignity and respect should be at the forefront of all policies and legislation implemented.
- Support for those seeking financial support from Scottish and UK Social Security systems.
- Recognition of individual needs when accessing services.
- Implementation of strategies with joined up approaches to recognise issues are not solitary. The likes of healthcare, transport and employment act as a catalyst for issues that interlink. Solutions at both a legislative and practical level must recognise a coordinated and adaptable approach.
- Strong recognition of cultural sensitivities when implementing legislation in communities where traditions and values are often felt more strongly.
- Implementation of local transport strategies that takes in the need of women including affordability and access.
- Support, education and awareness raising around women specific services including VAWG and health.

The Scottish Women's Convention engages with women using numerous communication channels including Roadshow events, Thematic Conferences and regional contact groups. This report provides the views of women and reflects their opinions and experiences in a number of key areas relevant to employment in Scotland.

The SWC would like to thank all of the women who have contributed to discussions around the issues outlined in this report.

[www.scottishwomensconvention.org](http://www.scottishwomensconvention.org)

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