



BREXIT: PROTECTING WHAT MATTERS

What's at stake
for individuals in
the Brexit talks



Scottish Government
Riaghaltas na h-Alba
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BREXIT: protecting what matters

Brexit is hugely complex. Sometimes it feels like the more that is written about it, the less clear it becomes.

The Scottish Government is therefore committed to providing as much clarity as possible about the consequences of Brexit, and how we can protect people in Scotland as much as we can.

In line with the majority of people who live here, the Scottish Government, supports continued EU membership.

But if Brexit is to happen we have consistently argued that we must retain our place in the Single Market and Customs Union.

In [Scotland's Place in Europe: People, Jobs and Investment](#), we set out the economic consequences of a hard Brexit and how staying in the Single Market could both limit the damage and offer opportunities in the future.

In [Brexit: what's at stake for businesses](#) we looked in straightforward terms at the key issues for businesses. We set out what companies were saying to us, in their own words.

With a year to go before the UK is due to leave the EU, we are today setting out what individuals and families are saying to us about what's at stake for them, in their own words.

Those quoted, or featured at more length, come from a range of backgrounds. We are grateful to the participants and the organisations listed at **Annex A** for providing the opportunities to have these conversations.

People in Scotland will have a variety of views on Brexit, of course, although a clear majority voted to remain. This is not a scientific study but rather a demonstration of the real concerns expressed to us about the consequences of leaving the EU which have to be addressed.

From the conversations, it is clear that Brexit will in particular impact on:



MY PROSPECTS:

Being able to find good and secure job opportunities at home, and to study and work abroad



MY QUALITY OF LIFE:

Being able to enjoy a high quality of life where our rights are protected



MY FAMILY:

Being able to stay together, feel welcome and settled where we live



MY COMMUNITY:

Being able to live in communities which are safe, green, inclusive and prosperous



MY WORLD:

Being able to play our part in tackling global issues

These voices and concerns must not be ignored. Negotiations will soon be underway to determine the future relationship between the UK and the EU. The Scottish Government will be doing all we can to make sure that Scotland's voice is heard in these negotiations and that our interests are protected.

That also means being positive about our ongoing commitment to Europe and its contribution to our shared goals.

In the face of the UK Government's determination to leave the EU, we will not sit back. We set out here some of the things we are doing and intend to do to protect the interests of every individual living in Scotland.

MY PROSPECTS

Being able to find good and secure job opportunities at home, and to study and work abroad



Everybody wants to know they have positive prospects – a good job, career progression and chances to develop new skills and knowledge. For young people, in particular, it is clearly important to have the widest range of opportunities.

Right now everyone in the UK benefits from being at the heart of a market of over 500 million people – a marketplace which is around eight times larger than the UK market alone. We know that a hard Brexit outside the Single Market, even if a free trade agreement is signed, could mean an estimated 6.1% decline in Scotland's economic output by 2030 compared to remaining in the EU – equivalent to a loss of £1,600 annually for each person in Scotland. If the UK reverts to World Trade Organisation rules this could rise to £2,300.¹ EU law provides absolutely vital protections in workplaces in Scotland on issues such as maternity and parental leave, health and safety and annual holiday entitlement, often of critical importance to the most vulnerable.

Under EU rules you can study, work or retire in any EU country. An estimated 1.3 million UK citizens² have currently chosen to live, work and study in other EU countries. Many Scots and people living in Scotland have taken advantage of this, studying abroad on the Erasmus programme (from which Scots are very high beneficiaries) or working in another EU country. The EU recognises qualifications undertaken in other members states, so if you're a nurse, insurance advisor, or security guard, you can work in other EU countries without having to re-train. This works both ways. We know that every non-UK EU citizens who exercises their right to work here brings not only their skills and knowledge but adds on average over £34,000 per year to our economy.³

BREXIT MAY MEAN:

- ★ People in Scotland being on average over £2,300 worse off;
- ★ Fewer jobs and opportunities at home, particularly in sectors which are reliant on trade with the EU;
- ★ Losing important employment protections and rights;
- ★ Much greater difficulties – legal, financial and bureaucratic – in finding opportunities to study, work and retire abroad; and
- ★ Not having your qualification recognised in other EU countries.

¹ The Scottish Government (2018). Scotland's Place in Europe: People, Jobs and Investment. <http://www.gov.scot/Publications/2018/01/6407>

² United Nations Population Division (2017). International Migration Stock: The 2017 Revision <http://www.un.org/en/development/desa/population/migration/data/estimates2/estimates17.shtml>

³ The Scottish Government (2017). The Contribution of EEA Citizens to Scotland: The Scottish Government's Response to the Migration Advisory Committee Call for Evidence on the Role of EEA Workers in the UK Labour Market <http://www.gov.scot/Publications/2017/11/1376>

PROTECTING WHAT MATTERS

Here, as elsewhere, the ideal way to protect Scotland's interests would be to stay in the EU. The evidence clearly shows that any other option damages people's prospects.

If that is not possible, then remaining in the Single Market and Customs Union – as the Scottish Government will continue to argue – would help to tackle each of the issues outlined above, safeguarding jobs and workplace protections and, crucially, ensuring Scottish businesses are able to continue to attract talented staff from the EU.

In addition, the Scottish Government will argue for the UK to continue to benefit in full from those measures which will still be available after Brexit, for example participating fully in Erasmus Plus, the exchange scheme for students, staff, youth volunteers and others.

We will also resist any attempt to use Brexit as a pretext to water down the Scottish Parliament's ability to protect the interests of workers in Scotland, such as helping ensure people's basic pay meets the costs of living, outlawing exploitative employment practices and encouraging workplace

equality. We will use our new powers to implement a social security system based on dignity, fairness and respect.

We will argue for powers over migration so that we can have migration policies which meet the particular needs of Scotland, for example ensuring we have the labour we desperately need to give us the best economic prospects in the future. We shall also argue for a greater role for the Scottish Government in the development of future trade policy and trading arrangements to help protect businesses, communities and individuals from some of the damage that will be sustained from leaving the EU.

In the face of the uncertainty posed by Brexit we are taking action now, working closely with our economic development and skills agencies and with business. For example, we have already brought forward £100m of government spending on infrastructure, and have confirmed that eligible EU students starting a higher education course in the 2018-19 or 2019-20 academic years will pay no tuition fees for the duration of their course, building on our commitment to EU students already studying in Scotland.



WHAT PEOPLE SAY

The examples below capture what individuals are saying to us in their own words about what's at stake for their prospects:

Brian, over 65, Self-employed farmer, Argyll & Bute. 'The local community is heavily reliant on the resilience of upland and hill farming which are the types of farming facing the greatest uncertainty from Brexit. This is due to reliance of the single market for lamb exports and potential changes to farm support payments. I may have to downsize my farming operation by reducing livestock numbers.'

Claire, 39, Researcher, Argyll & Bute. Claire is originally from France. 'Most of the research funding my group has benefited from [in relation to marine biology] stems from EU funds. I am uncertain whether participation in and eligibility for EU schemes would be retained for UK-based researchers post-Brexit. I am also concerned that losing access to EU funding, would make me unable to maintain critical collaboration networks and attract the best EU researchers.'

Barry, Professional Services, Edinburgh. 'After the Brexit vote, some institutes in the EU are reluctant to partner with UK institutes because they believe that having a UK partner will damage their chances of success.'

Wing, 20, Student, Aberdeen. 'Personally, I'm a bit frustrated why Brexit happened. It's not beneficial for Scotland. I like travelling, how will Brexit affect my ability to go abroad? What about Erasmus, does it mean that we can't go abroad through this programme? There could also be less opportunities for me to work in the EU27.'

Youth Worker, 37, Shetland, originally from Romania. 'My main reason to move to the UK was because of the UK educational system and qualifications being recognised in the EU and other Commonwealth countries. I'm concerned that there will not be mutual recognition of qualifications. It's ironic that the reason we came here was it would open up more of the world, and it appears to be closing the world off.'



CASE STUDY

NIKKI,
23, student,
ABERDEEN



Nikki is studying Sociology at university and works for a charity providing support to victims of rape.

Nikki is concerned about how Brexit will impact on her future career prospects:

'Definitely affecting my future job prospects. Now that I'm doing my masters and looking to do a PhD, is it going to be more competitive now and potentially there will be less scholarships.'

There is not going to be as much EU funding for Universities, especially in research based doctorates, so there could be less scholarships. A lot less opportunities to go to EU to do a PhD, no idea about what costs may be. Say I was doing a PhD in the UK and there was an opportunity, conference, interesting organisation, the chances to be invited could be reduced as I potentially may not be an EU citizen.'

MY QUALITY OF LIFE

Being able to enjoy a high quality of life where our rights are protected



Much of what constitutes our quality of life is linked to our membership of the EU. In many areas we have taken this for granted for years.

Right now many aspects of our daily lives are shaped by the EU. At home we enjoy affordable food and drink which combines some of the world's best ingredients with the highest safety and consumer protection standards, we go and see world class performers from the EU whether on stage or in sport; and our lives are enriched by rubbing shoulders with neighbours from elsewhere in the EU. Abroad, it is as common for many people to plan a break in Brittany, a meeting in Munich, or retirement in the south of Spain, as it is when they get there to enjoy affordable phone-calls and the peace of mind of reciprocal health care.

EU rules help protect many aspects of our everyday lives. The list is very long. We can buy products online from any other EU country and be confident that our consumer rights are protected. What we buy within the EU has to meet the EU's very high safety and quality standards. Everything we buy online or over the phone must include the option for us to change our mind.

EU free movement of people has brought crucial staff to our hospitals and care homes. If we do travel abroad, EU competition and aviation agreements have led to an increase in low cost airlines offering many more flights at much cheaper prices. If our flight is delayed or cancelled we are entitled to compensation. The abolition of data roaming charges means that we can use our mobile phones in the EU at the same prices as at home. We have free access to emergency medical care if we need it while traveling or working in other EU countries.

BREXIT MAY MEAN:

- ★ Losing certain rights and protections for example, as consumers of goods and services, or as workers;
- ★ Reduced food quality and product safety standards, driven in part by trade deals with third countries, or a drive to reduce perceived burdens on UK businesses;
- ★ Reduced access to or higher prices for European products, e.g. food and drink;
- ★ Paying more and taking longer to travel abroad;
- ★ Losing easy access to medical care while traveling in the EU; and
- ★ Reduced availability of goods and services which are reliant on EU workers.

PROTECTING WHAT MATTERS

No solution short of continuing as EU members could resolve all of these issues, including protecting the full range of our rights as EU citizens. Anything else will be second best.

Staying in the single market would however make a very big difference. It would allow us to retain our rights as consumers, preserve inexpensive travel, ensure continued availability of a wide range of goods, at affordable prices and, crucially, allow for the movement of people which makes such a positive difference to many aspects of our lives. It would also guarantee high levels as now of food standards, product safety and environmental protection.

In addition, the Scottish Government will argue that whatever form Brexit takes, the UK should continue to cooperate closely with the EU on issues that will affect people's prosperity, well-being and quality of life. For example we want to ensure that Scots travelling to EU countries continue to have access to reciprocal healthcare and that there are no delays to people receiving vital drug treatments which have been licensed by the European regulatory system.

We shall continue to insist that the Scottish Parliament retains its current powers over issues

such as food safety, composition and labelling and the environment. And we will also work to prevent unfettered deregulation of businesses within the UK which results in poorer levels of public protection and prevents intervention in the market when it is needed to improve the health and wellbeing of the people of Scotland.

Scotland's health workforce benefits enormously from the contribution made by staff from across the EU. That's why the Scottish Government has committed to looking to pay a 'settled status' fee for any EU citizen working in the devolved public services in Scotland.

Nurse and midwifery numbers in Scotland are up 3.8%, and NHS Scotland staffing as a whole has increased by over 10% under this administration: a record high. We will do everything we can to ensure Scotland can continue to attract NHS staff from the EU. Nurses in Scotland are currently better paid than their counterparts in England, and our commitments on NHS pay will continue to ensure no detriment.

We are also making the case for more flexibility in the UK migration system, to allow Scotland to recruit and retain EU staff in our hospitals and community services post-Brexit.



WHAT PEOPLE SAY

The examples below capture what individuals are saying to us in their own words about what's at stake for their quality of life:

Graham, 40, Financial Services, Edinburgh. 'I've lived in a number of EU countries in the past and regularly fly to different cities for work and weekend breaks. I'm getting married later this year and my fiancé and I are looking to book a honeymoon in Europe for summer 2019. I couldn't care less what colour my passport is – what I want to know is whether I'll be able to book this trip of a lifetime.'

Mags, 40, Child care, Edinburgh.

Mags and her family are worried about the implications for Rocky the family spaniel who holds an EU pet passport. 'We regularly take Rocky back to see my family in Ireland. Although we have been assured that there will be a solution to the border issue I'm also worried we won't be able to take him to France for our next camping holiday.'

Eva, 38, Engineering, Edinburgh. 'I'm especially concerned about the living cost increase and extra bureaucracy affecting my living standards. At the moment we import food products such as fruits, vegetables and oil through the

European Single Market at zero cost. However, if there are tariffs on trade being imposed on UK companies, then, I can expect prices going up. I also have a particular concern on the introduction of GM crops in the UK.'



CASE STUDY

YVONNE,
61, Crofter,
HIGHLAND
AND ISLANDS



Yvonne and her husband have a croft and are active members of the local crofting township. They breed Cheviot sheep, pedigree Highland cattle, and have a share in the local sheep stock club. Yvonne is also chair of the local Common Grazings Committee.

She has concerns regarding her consumer rights especially in relation to food and the environment:

'I think our rights – consumer, environmental, human and workers' – will be exploited at all levels. I'm concerned by the possibility of lower levels of food quality due to a decrease in food standards that might come from, for instance, a US trade deal. You hear about issues like chlorinated chicken, I don't want food full of chemicals. I fear that environmental rights may also be reduced. I think our rights; consumer, environmental, human, and workers', will be exploited at all levels.'

She has concerns about the future of trading livestock with the EU, which has implications for her business:

'A large percentage of lambs go to EU markets. The EU regulates the laws on standards, like tagging livestock and import/export rules. We would need to adhere to the same rules to be able to export to the EU. However, there could be tariffs imposed making the existing livestock export trade commercially unviable. The existing UK rules are already in alignment with the EU. There are farmers in the EU who are very interested in pedigree Highland cattle. If you are exporting pedigree stock and sheep to the EU there is a process that is well established. If that link is broken and the UK decides that they don't need such stringent standards then the alignment will be broken and the market probably lost.'

She fears that the worst case scenario is the loss of sheep and cattle markets in the EU:

'I think the EU, through subsidies and support, gave Scotland and crofting a place. Crofting is carried out in marginal rural areas. Reduced population especially of young people would negatively impact the culture of crofting and families in the Highlands & Islands, and if families leave how are we going to keep the local amenities such as shops and schools open?'

MY FAMILY

Being able to stay together, feel welcome and settled where we live



Families are at the centre of Scotland's society. Many are concerned about the impact Brexit will have.

Right now many families in Scotland include members either from or living in other EU countries. These could be children born in Scotland to parents who come from elsewhere in the EU, elderly relatives who reside or have retired abroad, or family members who met a partner from another EU country. EU law guarantees the rights of families, including non-EU family members of EU citizens who come from outside the UK.

Many Scots and people living in Scotland will also be concerned about the rights of their families in other EU countries, including ongoing access to healthcare, pensions and public services. They're worried whether it may be harder in the future to visit relatives in other EU countries. Such families are to be found in almost every community and amongst many groups of friends in Scotland. Almost any family could be affected in years to come.

Of course it is welcome that there has at last been movement to provisionally guarantee the bulk of those rights, but that agreement is dependent on there being a final deal. Moreover the future rules that will apply to EU citizens who wish to move families to the UK after the end of the transition period are much less clear. The UK Government has so far not provided any details of the future EU migration system.

BREXIT MAY MEAN:

- ★ Difficulties for family members in the EU to access jobs, benefits, and public services;
- ★ Tougher family migration rules being applied which make it harder and more costly for EU citizens to move to Scotland with their families;
- ★ Uncertainty for families about the rules for staying in the UK, and for those who want to come here in the future;
- ★ No or reduced access to benefits and public services for EU citizens and their families who move to the UK after Brexit; and
- ★ New and unwelcome complications in cases of family law, with serious impacts on children affected.

PROTECTING WHAT MATTERS

None of these very real sources of anxiety and difficulty would arise if the UK were to stay in the EU. Failing that, remaining in the single market, and continuing to benefit from the free movement of people, is the best way, at a stroke, to protect families from all of these impacts and safeguard the rights of those who wish to work or study here in future.

A Scotland-specific migration system could help make life easier for families in Scotland to be joined by members from elsewhere in the EU, and for UK citizens elsewhere in the EU to join family members in Scotland. By welcoming people to live, work and study in Scotland we can strengthen our society and enrich our lives. That is why we are arguing for the power to devise such a system.

Meanwhile, the Scottish Government has been clear that those EU nationals who have chosen to make Scotland their home continue to be welcome here, reflecting the vital contribution they make to our economy and society.



WHAT PEOPLE SAY

The examples below capture what individuals are saying to us in their own words about what's at stake for their families.

Stephen, 57, Construction Sector, Spain. Stephen, from Aberdeen, has been in Spain since 1998. His partner is Spanish. 'The uncertainty has a corrosive effect on our lives.'

Natalia, 32, Advice Provider, Midlothian. 'I have seen an increase in immigration related enquiries. One of the side effects of the Brexit process is the emotional impact that uncertainty is causing for individuals and their families.'

Janos, 39, Self-employed, Glasgow.

Janos is originally from Hungary. 'My family has been immensely affected by the Brexit vote. Until negotiations are resolved I do feel my family's future is in 'limbo'. I don't think that we will be forced to leave the country, but worry they will make it difficult for me to stay.'

Elizabeth, 45, Marketing, Spain.

Elizabeth is married to a Spaniard and has two small children. 'As a Spanish/British family I'm concerned about the impact that Brexit could have on my children's rights. Which legal system would protect my rights and those of my children? Would I and my children really get the same level of protection as at the moment?'



CASE STUDY

ANA,
55, NHS,
EDINBURGH.



Ana is originally from Spain, and has lived in this country for the last 35 years. She is married to a Scot.

Ana is concerned about how Brexit will impact on her family life and those of her relatives in Spain.

'My life is here and I feel totally integrated. Seeing friends and family in Spain all feels very easy now, thanks to being in the European Union. My nephews pay us a visit every summer to volunteer in a summer camp. After the UK has left the EU, I don't know

whether my nephews might want to visit Scotland so often if they face some travel restrictions. When I first came to the UK, Spain was not in the EU. I was interrogated at border control, sometimes quite nastily. I don't want anyone in my family to go through that. Will people need to have a letter from someone inviting them? A work permit? Maybe a payment involved? I can't think of anything positive about Brexit. Nothing whatsoever.'

Ana also feels that since the Brexit vote she has had to justify the contribution that she makes to society:

'I feel that I came here educated. I've never asked for anything, never had any benefits. All my adult life I have worked and paid taxes to this country and I do feel betrayed. Workers coming here help the economy, many of them have done their training and education elsewhere and they come here to work, pay taxes and contribute. That is a win-win situation, but we are going to feel the difference if we start making difficulties. They are not going to come.'



MY COMMUNITY

Being able to live in communities which are safe, green, inclusive and prosperous



Scotland is rightly proud of our vibrant communities and the traditions and cultures within them. Safeguards provided by the EU and cooperation with EU partners underpin and protect many aspects of our community life.

Right now our communities are greener because of the EU rules which are safeguarding our water, our air, our beaches and our landscapes and protecting our towns and cities from harmful waste. They are stronger and healthier thanks to the EU funding that is helping to improve lives and support communities by delivering infrastructure to our cities, rural and coastal communities.

The EU is supporting schemes that help people get into or stay in work, encourage social inclusion and integration, and help promote healthy lifestyles. What's at stake is a range of policy levers and funding tools that helps us deliver key social protections and practical support for our communities that, collectively, helps us work towards the type of society we want to be. And, maybe above all, we are putting at risk a proud tradition of communities which are welcoming to all.

BREXIT MAY MEAN:

- ★ Losing cooperation with our European neighbours in sharing information and fighting crime;
- ★ A weakening of Scotland's high levels of environmental protection, driven in part by the UK Government's desire to strike trade deals with third countries;
- ★ Fewer staff and resources to deliver health and other public services, with particular impact on those reliant on care; and
- ★ Putting at risk current EU-funded measures, for example to tackle discrimination and poverty, and protect the rights of women, and disabled people.

PROTECTING WHAT MATTERS

Staying in the single market would considerably reduce the impact, allowing us, for example, to retain high environmental standards and retain free movement for people in Scotland to seek opportunities in Europe and for the EU citizens who bring life to our communities and help to provide the key public services which are so crucial throughout Scotland.

We shall insist in our talks with the UK Government on retaining in the Scottish Parliament powers to ensure high environmental and other standards and arrangements which will ensure we do not have foisted on us third country trade deals which may sacrifice standards we hold dear.

We will be publishing a series of further evidence-based papers – in areas such as trade – setting out how we can best protect our interests in light of

the UK leaving the EU to support safer, stronger communities.

In the meantime we are continuing to take steps to strengthen our communities and support them to do things for themselves, for example under the Community Empowerment Act and through the £20 million Empowering Communities Fund; to make them safer, for example, with the new Scottish Crime Campus at Gartcosh, an effective focal point for tackling serious organized crime; and to regenerate communities in disadvantaged areas through the new Regeneration Capital Grant Fund.



WHAT PEOPLE SAY

The examples below capture what individuals are saying to us in their own words about what's at stake for their communities.

Bill, 67, Retired, Glasgow. 'Brexit may lead to a decrease of inward migration in the long-term which could significantly impact on the maintenance of public health and social care services and pensions for the elderly.'

David, 35, Public Sector, Edinburgh. 'Our population will decline without immigration, and there will be high pressure on public services such as care for elderly people as there will be fewer people paying taxes to pay for their care.'

Ewan, 33, Researcher, Aberdeen. 'It is not just low paid, but also highly skilled workers, such as dentists and doctors, who have chosen to live and work in the UK. There are not enough people in the UK to fill that shortfall, with our current unemployment rate at its lowest level for many years. This is a key concern for public services. Our national infrastructure needs EU workers.'

Anita, 51, Minister (of Religion), Highlands and Islands. 'In the Highlands many people rely on tourism. Many businesses depend on seasonal EU workers, and other international workers, for their business to function.'

Charlotte, 40, Researcher, Glasgow, originally from France. 'I have always thrived here professionally. The proposed "settled status" requires me to prove now what I have done and how I contributed to get access to services since nearly 19 years, even though I am already registered in the system and paid tax in the UK since I arrive.'

Anne, 61, Unemployed, East Ayrshire, is a wheelchair user and, due to her conditions, she is primarily reliant on NHS services and social care services. 'EU human rights laws will give the UK Government a free hand to impose new laws and conditions, not just in relation to disability rights, but employment rights. I'm concerned that these rights will be seriously eroded, and will be very detrimental for everyone.'

Call Centre Operator, 39, South Lanarkshire. 'The environment is crucial to communities. I'm concerned that there will be a loss of EU funding for environmental and climate change projects such as green buses or waste reduction schemes. Because of Brexit, we will have to make decisions as communities how to protect our environment. It may cost more to do the right thing.'



CASE STUDY

PIOTR, 29,
Health and
Social Care,
GLASGOW



Piotr is originally from Poland and has been living in Scotland for the last five years. He left Poland having studied Law and lived in both Italy and Spain for a time before initially moving to Aberdeen where he was employed as a cleaner. He currently works in the Health and social care sector as a Recruitment Consultant.

Piotr is concerned about the impact that Brexit may have on the maintenance on health and public services:

'The Health and Social care sector is already showing signs of an impact of the Brexit vote as there seems to be fewer people come from the EU at the moment. I work with Polish people and some of them are taking the decision to return home due to the uncertainty. I do feel more insecure now and feel I do not have the same level of control over my future as I previously had.'

Piotr also has concerns about how Scotland may be perceived as a welcoming place to work and live for immigrants:

'As a foreign person living in another country, you always feel like you are living a double existence. You miss the country and family you have left behind but you know that you cannot really go back to that life. The Brexit vote has made me feel unstable in a country I have begun to settle in and in which I have always felt welcome. All my friends are Scottish and I consider them to be my second family. They have remained very supportive of my situation as a result of the Brexit vote.'

MY WORLD

Being able to
play our part in
tackling global
issues



Scotland has always made its mark on the world. The Scottish Enlightenment spread Scottish ideas to the four corners of the globe. Today Scotland is no less international. Those who live here instinctively feel part of a wider world community, collaborating naturally with our European neighbours, so we can tackle together common challenges.

Right now the EU plays a key role in helping tackle global challenges. This is partly about what EU countries themselves do and partly about the influence they exert by working together as a bloc. Many of those interviewed highlighted the moral responsibility we have to help tackle ‘the big’ issues of our time, such as climate change, energy security, human trafficking and crime.

It is clear that people care as much about what Scotland as a country can give, as what we can gain. Scotland has a huge amount to offer, for example, the key role we play in EU-wide collective efforts on climate change (our targets are some of the most ambitious in the world), and on security (where we are the disproportionately active in Europol). We have a proud history in these and others fields and a great deal of contemporary world class science and other expertise we want to bring to the table.

BREXIT MAY MEAN:

- ★ Reduced opportunities for Scotland’s progressive approach on human rights and equality to influence developments at a European and global level;
- ★ Weaker human rights protections in the UK;
- ★ Scotland being less able to continue to drive forward innovative responses to environment and climate change challenges;
- ★ Scientific collaboration on cancer or renewable energy research not taking place, or taking place without Scottish input; and
- ★ A Scotland and UK less connected internationally and less able to improve our world.

PROTECTING WHAT MATTERS

By remaining a member of the EU we will safeguard in full our current ability to influence decisions and measures that have a global impact.

Staying in the single market would protect many of the relevant benefits, in particular ensuring that our voice is heard on the environment, social justice and human rights. It would allow us to make sure that our world class science and scientists continue to be inspired by the spark of EU counterparts and to have access to EU funding and collaboration which is unrivalled in the world.

In addition, we are arguing strongly in Brussels and elsewhere for continued full Scottish partnership in Erasmus Plus and future EU research and

innovation framework programmes that benefit both Scottish students and Europeans coming to learn or work in Scotland.

Meanwhile, we are continuing to show leadership internationally, for example through our pioneering New Scots refugee integration strategy and the welcome we have extended to a third of all Syrian refugees coming to the UK. We are on track to meet our world leading interim 2020 target of reducing greenhouse gas emissions by 42%.

In a globalised world where serious organised crime, terrorism, human trafficking and the impacts of climate change do not respect national borders, we will not retreat into our shell but, rather, continue to champion and promote effective collaboration across national boundaries.



WHAT PEOPLE SAY

The examples below capture what individuals are saying to us in their own words about what's at stake for their world.

Christopher, 34, Recruitment, Renfrewshire. 'The Brexit vote came about out of fear of migration and refugees from non-EU countries. Regardless of Brexit, the international community will need to address the refugee crisis and as part of the EU the UK will be stronger collectively rather than going alone.'

Geoff, 44, Researcher, Stirling. 'Environmental problems, climate change and energy are "wicked problems", meaning they are difficult to solve for a number of reasons including the interconnected nature of these problems with other problems. By pulling the UK out of the EU, Brexit can only make solving these issues more difficult as we lose access to funding, expertise (including workers), the capacity for collaboration with EU colleagues and the potential imposition of tariffs and regulatory barriers.'

Ada, 27, Researcher, Glasgow. 'There is a lot said about UK still sharing values and having a close relationship with the EU but if that doesn't translate into concrete measures, I'm not sure it'll be easy for the UK to contribute.'

Nelu, 52, Minister (of Religion), West Lothian. 'Britain as a lone voice will be less powerful than being part of a big block.'

Denislav, 30, Food and drink, Glasgow. 'The UK likes to flourish on its own but if the UK puts up a big fence around itself, how can it win?'

Matt, 31, Researcher, Glasgow. 'The UK currently receives far more research funding via the EU than it pays in, via schemes such as Horizon 2020. Without retaining access to these schemes Brexit will leave a gaping hole in the UK's science budget and stymie international collaboration, both essential to technology and business innovation.'



CASE STUDY

IAN, 72,
Retired,
SPAIN



Ian is originally from Glasgow. After finishing his professional career in the printing industry, Ian and his wife decided to retire in Spain. His daughter currently lives in Edinburgh.

He is concerned about Scotland and the UK losing its influence in the international arena, as well as reducing its capacity to tackle global challenges:

'The world has become globalised. If you take climate change, for example, the EU is planning a transit towards a low-carbon economy and we take a lot of funding from the EU to achieve this. I don't see the UK will give the same priority to substitute that funding, and if the UK Government will be able to keep abreast with these developments. We

will also lose our influence on security cooperation – such as Europol and other agencies – and nuclear cooperation. A decision like this would have made sense forty years ago, but now the UK cannot afford to be left on its own'.

He is also concerned about the difficulties the UK may face to strike trade deals with other countries:

'I can also see problems on leaving the customs union. At the moment the EU is the biggest trading bloc in the world. Why would you want to leave? It is very difficult to strike trade deals. They made a big fuss about the US, but it may be difficult to foster that special relationship as we have been promised by the UK Cabinet Ministers. The UK doesn't seem to have any plan on trade and the type of trade relationship they want with the EU. There is no expertise or knowledge about the time that may take to strike trade deals with third countries. Britain was always regarded as a nation with integrity. Brexit has created huge damage globally how other nations now view us and it could take many years to repair this.'

CONCLUSION

Brexit will have huge implications, not only for businesses, but for us all as individuals - our prospects, quality of life, families, communities and wider world.

The Scottish Government is determined to give a voice to individuals all of whom have so much at stake. More of these are captured at gov.scot/brexit. If you would like to add your story or perspective as to what's at stake for you, please get in touch with us at europeanengagement@gov.scot

The Scottish Government believes that, for all of the issues covered here, the best way forward, if we are made to leave the EU, is to stay in the single market, customs union and related areas of close cooperation with the EU. We are taking every opportunity to make that case with the UK Government and others.

As we move into the next phase of the negotiations, we will continue to press the UK Government to shape the future EU-UK relationship in a way that protects Scottish citizens' interests and rights. That is why the Scottish Government will play as full and constructive a role as possible in securing such an outcome.

Whatever approach the UK Government finally chooses to adopt, it needs to demonstrate how it will in practice deliver, amongst other things:

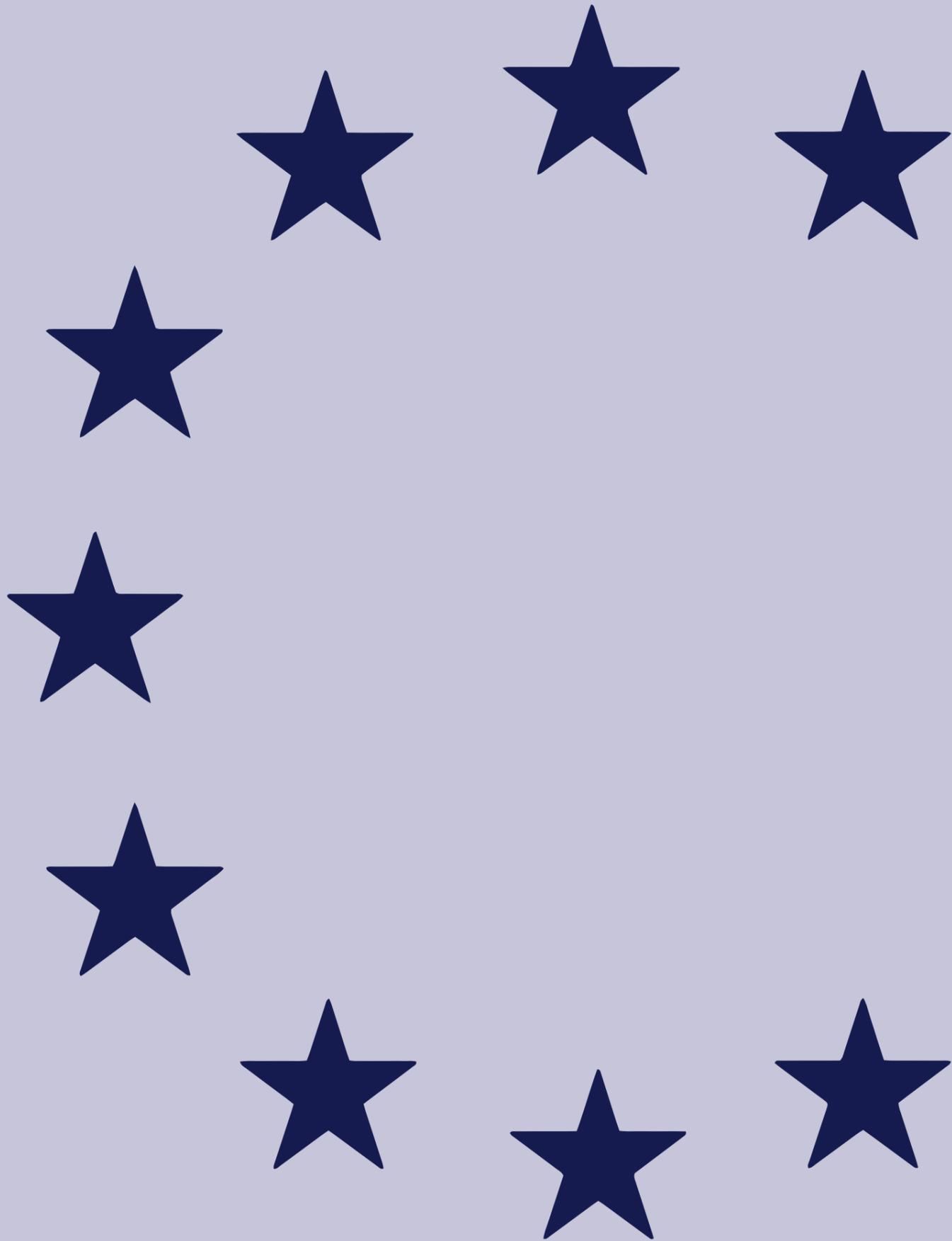
- ★ The least possible hit to jobs and living standards;
- ★ Permanent employment rights such as maternity and parental leave;
- ★ Ready access to jobs and study opportunities at home and in the EU;
- ★ Protection of our current rights as EU citizens e.g. as consumers;
- ★ Enough EU staff to continue to provide key public services, such as NHS and social care;
- ★ The kind of standards e.g. on food quality, product safety and the environment - we now, rightly, take for granted;
- ★ Inexpensive travel across the EU - and free medical care;
- ★ Access to the European sports stars, musicians and neighbours who enrich our lives;
- ★ Peace of mind for the many families whose future seems no longer secure;
- ★ Effective means of cooperating with our European partners to keep our communities safe from international crime;
- ★ Straightforward means for our scientists to play a full part in helping make the world a better place, for example tackling cancer and climate change; and
- ★ Diverse, welcoming and outward-looking communities.

Meanwhile we are not waiting idly by for the UK Government to make up its mind. This document sets out briefly a few of the many ways we are already active. Working with others, we are determined to ensure that, whatever form Brexit finally takes, we do all that is in our power to protect the interests of the individuals who make up the people of Scotland.

ANNEX A

We are very grateful to those organisations who have spoken to us and/or facilitated interviews for 'Brexit - Protecting what matters', including:

- ★ Black and Ethnic Minority Infrastructure in Scotland (known as BEMIS)
- ★ British Veterinary Association
- ★ Church of Scotland
- ★ Citizens Advice Scotland
- ★ Community Safety Glasgow's TARA Service
- ★ Health and Social Care Alliance
- ★ Family Law Association
- ★ Gangmasters and Labour Abuse Authority
- ★ Scottish Council of Jewish Communities
- ★ Scottish Council for Voluntary Organisations
- ★ Scottish Crofting Federation
- ★ Scottish Environment LINK
- ★ Scottish Seniors Alliance
- ★ Scottish Tenant Farmers Association
- ★ Scottish Trades Union Congress
- ★ Scottish Youth Parliament
- ★ Together Scotland
- ★ UNISON Scotland





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