

Proposed just transition baseline variables: land use and agriculture sector

SYSTRA

November 2023

1 Introduction

1.1 Land use and agriculture sector – key themes

The Land Use & Agriculture Just Transition Plan Discussion Paper¹ highlighted priority areas that need to be addressed in order to achieve the draft outcomes for a just transition within the land use & agriculture sector².

The report 'Making the Future – second Just Transition Commission: initial report' introduced five **strategic priority themes** for the land use & agriculture sector³. These themes form the basis of our analysis of proposed baseline variables, as they have emerged as key themes during the stakeholder engagement and analysis that informed the report and the subsequent land use & agriculture sector just transition plan (JTP) discussion paper.

The five strategic priority themes are as follows:

- Theme 1: Delivering robust land reform
- Theme 2: Enabling community leadership
- Theme 3: Supporting Greater Climate Action Today
- Theme 4: Reforming future farm support
- Theme 5: Restoring nature

For the purposes of the analysis of inequalities presented within this report, we have combined Theme 3 and Theme 5, as they cover similar topic areas in the context of inequalities. A theme focused on jobs and skills has also been added to cover possible inequalities related to the workforce. As such, the themes presented within this report are as follows:

- Delivering robust land reform
- Enabling community leadership

¹ Scottish Government (2023), 'Just transition in land use and agriculture: a discussion paper', <https://www.gov.scot/publications/transition-land-use-agriculture-discussion-paper/>

² In contrast to the discussion papers produced for other JTP sectors (transport, energy, and built environment & construction), the land use & agriculture JTP discussion paper does not discuss specific strategic priority themes.

³ Scottish Government (2022), 'Making the Future: Initial Report of the 2nd Just Transition Commission', <https://webarchive.nrsotland.gov.uk/20220721075007/http://www.gov.scot/publications/making-future-initial-report-2nd-transition-commission/>

- Reforming future farm support
- Climate action and nature restoration
- Jobs and skills

The analysis presented within this report is broken down into **sub-themes**. In contrast to the discussion papers produced for other JTP sectors, the land use & agriculture JTP discussion paper, along with the ‘‘Making the Future – second Just Transition Commission: initial report’ does not discuss specific strategic priority themes. The sub-themes discussed in this report have been identified through document review and stakeholder engagement.

1.2 Understanding categories of inequalities

Our research framework investigates several dimensions (called ‘‘equality groups’’ in this report) that can be linked to inequalities within the built environment and construction sector’s transition to net zero. These dimensions have been grouped into three key ‘‘categories of inequalities’’. These categories were developed through stakeholder consultation, as they encapsulate the types of inequalities that can affect different groups of individuals in the context of a just transition. The three key categories of inequalities to investigate that have been identified are:

- **Protected characteristics:** The UK Equality Act 2010⁴ lists nine protected characteristics against which it is illegal to discriminate: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. A baseline of inequalities within the land use and agriculture sector is needed to understand whether there are existing inequalities related to any of these protected characteristics.
- **Income disparities:** Income inequalities refer to the uneven distribution of income within a population. A baseline of inequalities can assess whether those on lower incomes may experience inequalities in aspects related to the built environment and construction sector.
- **Regional inequalities:** Regional disparities reflect differences between geographic areas in factors such as access to employment opportunities, levels of income, and public services like education or transportation. A baseline of inequalities can investigate whether there are any current regional disparities, comparing urban, rural, and islands communities.

The Fairer Scotland Duty (‘the Duty’), set out in Part 1 of the Equality Act 2010, also requires public bodies in Scotland to actively consider how they can reduce inequalities of outcomes caused by socio-economic disadvantage⁵, when making strategic decisions. People living with socio-economic disadvantages usually experience life on a low income compared to others in Scotland and have low wealth (including not having accessible savings), can experience factors which lead to material deprivation (being unable to access basic goods and services), and they can experience area deprivation (unhealthy living conditions due to geographic location). All of these factors contributing to socio-economic disadvantage have been investigated through our research framework and are captured by the three key categories of inequalities defined above.

⁴ UK Government (2010), ‘Equality Act 2010’, <https://www.legislation.gov.uk/ukpga/2010/15/contents>

⁵ For more details on inequalities of outcomes and socio-economic disadvantage, please see The Fairer Scotland Duty. Guidance for Public Bodies (2021): <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/documents/>

1.3 Variables and data sources

For each land use and agriculture sector sub-theme, one or more variable is identified to build a baseline for the current “state of the sector” in terms of inequalities, together with data sources suggested to measure it. For each variable we provide:

Notes / commentary on data source(s)

- What the variable measures.
- Why do we need to measure this variable to build a baseline?
- What is the suggested data source / dataset to measure the variable?
- Why we are suggesting to use this dataset and how to use the dataset, including comparing / contrasting with other datasets?

Discussion of the suitability / robustness / limitations of data chosen

- Suggest if the dataset should be included in the baseline. Is the dataset “baseline ready”?
- If yes, explain why it is suitable, robust and complete.
- If it is not ready, explain improvements to make the dataset “baseline ready”, e.g., combining different sources? Changing questions? More frequent data collection?
- If the dataset is not considered ready because of gaps in providing information for some equality group, explain:
 - If the gap should be filled and how;
 - If not, why there is no need to fill the gap.
- Mention any other dataset that was considered to build the baseline and explain why that dataset has been discarded.

Variables have been categorised as follows in terms of “baseline readiness”:

- **Green:** the dataset identified to quantify or represent the “state of the sector” can be used as it is to build a baseline.
- **Amber:** a dataset to quantify or represent the “state of the sector” has been identified; however, it is not ready to be used in the baseline as it needs modifications or contains gaps.
- **Red:** a suitable dataset has not been identified to quantify or represent the “state of the sector”. No data can be included in the baseline for such variable.

2 Overview of variables

Section	Theme	Sub-theme	Variable	Data source
3.1	Delivering robust land reform	Land ownership (a)	Distribution of land ownership across equality groups	Land Register of Scotland, Registers of Scotland, 2023
3.2	Delivering robust land reform	Land ownership (b)	Area of land in community ownership	Community Ownership in Scotland 2021, Rural & Environmental Science and Analytical Services (RESAS), 2022
3.3	Delivering robust land reform	Land ownership (c)	Number of community owned assets in Scotland by local authority	Community Ownership in Scotland 2021, Rural & Environmental Science and Analytical Services (RESAS), 2022
4.1	Enabling community leadership	Strengthened community buy rights (a)	Communities that have applied to exercise the right to buy land	Register of Applications by Community Bodies to Buy Land, Registers of Scotland, 2024
4.2	Enabling community leadership	Strengthened community buy rights (b)	Barriers to achieving Community Right to Buy outcomes	Impact Evaluation of the Community Right to Buy, Scottish Government, 2015
4.3	Enabling community leadership	Engaging communities in decisions relating to land	Level of involvement of communities in the decision-making process around land use	Community Engagement Baseline Surveys, Scottish Land Commission, 2019
5.1	Reforming future farm support	Improved financing & technical support	Recipients of financing and technical support across equality groups	None
6.1	Climate action and nature restoration	Farmer/ crofter support (a)	Demographic composition of crofters	Scottish Government Report to Parliament: Economic condition of crofting: 2019- 2022 (2022)
6.2	Climate action and nature restoration	Farmer/ crofter support (b)	Level of uptake of supporting mechanisms for crofters across equality groups	Scottish Government Report to Parliament: Economic condition of crofting: 2019- 2022 (2022)
6.3	Climate action and nature restoration	Public investment in technology/ training	Demographic breakdown of participants in climate action and nature restoration initiatives	Public Engagement with Climate Change in Scotland: 2022, Scottish Government (2022)
6.4	Climate action and nature restoration	Rural advisory services expansion	Scottish Farm Advisory Service users by inequality category	Scottish Farm Advisory Service. One-to-Many Programme Annual Report 2022/23, Farm Advisory Service, 2023.

Section	Theme	Sub-theme	Variable	Data source
7.1	Jobs and skills	Public investment in technology/ training	Workforce qualification in the agriculture, forestry and fishing sector across inequality group	Sectoral Skills Assessment Report (2022) on Agriculture, Forestry and Fishing
7.2	Jobs and skills	Workforce composition	Agriculture sector composition across equality groups	Census 2021

3 Delivering robust land reform

3.1 Land ownership (a)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Distribution of land ownership across equality groups	Land Register of Scotland, Registers of Scotland, 2023	● Amber	None	Region Income Age Sex Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Pregnancy and maternity

3.1.1. Notes on data source

This variable would measure ownership of Scotland’s land across different equality groups.

The land in Scotland is notably owned by a restricted number of stakeholders, as evidenced by a number of reports by the Scottish Land Commission (see their [2019 Investigation on Scottish land ownership](#) and their [2021 legislative proposals](#)).

The socio-economic profile of land owners should be investigated to identify possible disparities in ownership.

3.1.2. Discussion of the suitability / robustness / limitations of data chosen

Land Register of Scotland Data should be used as part of the baseline for the current state of the sector but with improvements.

Whilst the [Land Register of Scotland](#) can be used to identify landowners, the register does not disaggregate land and property titles by protected characteristics.

The 2019 Investigation on Scottish land ownership undertaken by the Scottish Land Commission included a review of land ownership distribution based on a range of data sources dated from 2013 to 2017. However, this report does not investigate the representation of equality groups among land owners and makes uses of data that are now 7 years old.

To fill this data gap, instead of changing the way the Land Register records are collected, it is suggested that a dedicated study is undertaken via stakeholder surveys or interviews to establish

the current baseline. It is suggested that the Scottish Land Commission is engaged to understand if a study of this kind can be part of their wider investigation of Scottish land ownership.

3.2 Land ownership (b)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Area of land in community ownership	Community Ownership in Scotland 2021, Rural & Environmental Science and Analytical Services (RESAS), 2022	● Green	None	None

3.2.1. Notes on data source

This variable would measure the area of land in community ownership.

Measuring the quantity of land in community ownership provides a baseline to assess existing right to buy mechanisms and to understand to what extent community ownership is enabled.

A [National Indicator on community ownership](#) was developed and included in the National Performance Framework in 2019.

3.2.2. Discussion of the suitability / robustness / limitations of data chosen

The [RESAS data on Community Ownership in Scotland](#) should be used as part of the baseline for the current state of the sector for this variable.

The records used to produce the statistics have been collated by a variety of sources and matched against the Land Register held by the Registers of Scotland. More information on the sources used to provide the statistics can be found on the [Community Ownership in Scotland 2021 User Guide](#).

The same dataset is used to track the performance of the National Indicator on community ownership, as such it is considered suitable as a measure for this baseline of inequalities.

It is to be noted that, even if this variable does not provide a baseline for any of the equality groups under consideration for this study, it should still be used to build a baseline of inequalities in the sector as community ownership of land in Scotland is important for tackling inequalities by empowering local communities, promoting economic development, fostering social inclusion, and ensuring more equitable access to land and resources.

3.3 Land ownership (c)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Number of community owned assets in Scotland by local authority	Community Ownership in Scotland 2021, Rural & Environmental Science and Analytical Services (RESAS), 2022	● Green	Region	None

3.3.1. Notes on data source

This variable would measure the number of community owned assets in Scotland by local authority, providing an assessment of their geographical spread and an understanding of possible regional disparities.

3.3.2. Discussion of the suitability / robustness / limitations of data chosen

The [RESAS data on Community Ownership in Scotland](#) should be used as part of the baseline for the current state of the sector for this variable.

The records used to produce the statistics have been collated by a variety of sources and matched against the Land Register held by the Registers of Scotland. More information on the sources used to provide the statistics can be found on the [Community Ownership in Scotland 2021 User Guide](#).

Similar to the variable looking at area of land in community ownership, information on assets in community ownership in Scotland is important for tackling inequalities by empowering local communities, despite only providing information for only one equality group (Region).

4 Enabling community leadership

4.1 Strengthened community buy rights (a)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Communities that have applied to exercise the right to buy land	Register of Applications by Community Bodies to Buy Land, Registers of Scotland, 2024	● Amber	Region	None

4.1.1. Notes on data source

This variable would outline the geographic spread of community bodies registering applications to buy land and would assist with understanding of regions less likely to apply or of being successful.

Change in the number of applications will also help understanding if community buy rights are becoming strengthened.

4.1.2. Discussion of the suitability / robustness / limitations of data chosen

The [Register of Applications by Community Bodies to Buy Land](#) could be used as part of the baseline for the current state of the sector but with improvements.

This database outlines the community bodies that have registered to buy land, details on the land or landowner and the status of the application. This register contains two types of applications. The first relates to applications by community bodies to buy abandoned, neglected or detrimental land. The second relates to applications by community bodies to buy land to further sustainable development.

Information on communities that have applied to exercise the right to buy land in Scotland is important for tackling inequalities by empowering local communities, despite only providing information for only one equality group (Region).

4.2 Strengthened community buy rights (b)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Barriers to achieving Community Right to Buy outcomes	Impact Evaluation of the Community Right to Buy, Scottish Government, 2015	● Amber	Region Income	None

4.2.1. Notes on data source

This variable would provide a breakdown of how barriers to achieving Community Right to Buy Outcomes either proportionately or disproportionately impact various inequality groups.

4.2.2. Discussion of the suitability / robustness / limitations of data chosen

The data contained in the [Impact Evaluation of the Community Right to Buy](#) report could be used as a baseline for the current state of the sector, however they need to be updated.

The impact evaluation involved a mixed method approach, including a desk-based review of relevant documentation, interview with stakeholders, on-line surveys, case studies and the development of a logic model.

The report is useful in identifying barriers some communities face in achieving outcomes, focusing on regional and income-related barriers. The evaluation period spans between 2004 and 2014 and is therefore no longer deemed as valid. As such, it is recommended that another evaluation of the scheme is carried out using the same methodology is undertaken to provide a baseline for this variable.

4.3 Engaging communities in decisions relating to land

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Level of involvement of communities in the decision-making process around land use	Community Engagement Baseline Surveys, Scottish Land Commission, 2019	● Amber	Region	Income Age Sex Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Pregnancy and maternity

4.3.1. Notes on data source

This variable would measure to what extent individuals and communities are involved in decisions about the land that affects them, and to what extent equality groups are represented.

Understanding awareness of land reform issues is crucial given the hypothesis that not knowing enough about land-related issues is a significant barrier to participating in engagement.

4.3.2. Discussion of the suitability / robustness / limitations of data chosen

The [Community Engagement Baseline Surveys](#) data should be used as part of the baseline for the current state of the sector but with improvements.

To support the principle of greater collaboration and community engagement in decisions about land set out in the Scottish Government's Land Rights and Responsibilities Statement (LRRS), a Guidance on Engaging Communities in Decisions Relating to Land was published in 2018. To assess the effectiveness of the guidance, the Commission has carried out two surveys, one for landowners and one for communities, to establish a baseline understanding of the level of awareness and participation in engagement activities.

The community survey received 260 responses, from a wide range of individuals and community organisations representing both urban and rural areas. The survey report does not include the full list of questions, so it is not possible to understand if information to define the inclusion of respondents in any of the equality groups were collected. It is recommended that the Scottish Land Commission is contacted to understand if the raw data include these details. If not, a similar survey should be repeated to develop a baseline for this variable.

5 Reforming future farm support

5.1 Improved financing & technical support

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Recipients of financing and technical support across equality groups	None	● Red	None	Age Sex Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Pregnancy and maternity Income Region

5.1.1. Notes on data source

This variable would measure the distribution of financing and technical support across the land use & agriculture sector to understand the impact of such support schemes across equality groups.

This variable would help understanding if people within some equality groups struggle to access available support or if such support is readily available to all in need.

5.1.2. Discussion of the suitability / robustness / limitations of data chosen

A complete and robust data source to measure this variable has not been identified.

At present there is a lack of publicly available data on recipients of financing and technical support across Scotland's agriculture sector.

To create a suitable baseline, it is suggested that the available funding initiatives are reviewed, and the respective monitoring and evaluation initiatives are compared (if available), to understand if any existing data can be used to build a baseline. Groups such as the [Farm Advisory Services](#), which provide support to farmers to apply for grants, can be engaged to help with the data gathering needed.

6 Climate action and nature restoration

6.1 Farmer/crofter support (a)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Demographic composition of crofters	Scottish Government Report to Parliament: Economic condition of crofting: 2019-2022 (2022)	<ul style="list-style-type: none"> Green 	Age Sex Disability Sexual orientation Income Region	Religion Ethnicity Gender Reassignment Marriage and civil partnership Pregnancy and maternity

6.1.1. Notes on data source

This variable will measure the demographic composition of crofters in terms of equality groups.

Establishing a baseline using this measurement will help understanding if some equality groups are not represented or over-represented among crofters, and if this is linked to their socio-economic situation.

6.1.2. Discussion of the suitability / robustness / limitations of data chosen

The data contained in the [Economic Condition of Crofting Report](#) should be used as the baseline for this variable.

The Scottish Government commissioned a survey which took place between July and September 2022, and received responses from 942 crofters on a range of social and economic issues pertinent to crofters and crofting. The survey covered a wide range of social and economic issues such as the demographic composition of crofting households; activities on crofts; the employment status of crofters; the investments made and the income derived from crofts; and the outlook of crofting households.

The report builds upon the evidence base provided in the baseline report produced in 2010, and the Economic Condition of Crofting reports covering the 2011 – 2014 and 2015 – 2018 reporting periods. In accordance with section 51 of the Crofting Reform (Scotland) Act 2010, the next Report to the Scottish Parliament will be due in December 2026.

The report does not collect data on some equality groups (religion, ethnicity, gender reassignment, marriage and civil partnership). Despite crofting being mostly concentrated across the Scottish Highlands, where representation of these groups are assumed to currently be homogenous, diversity may expand over time and should be considered. As pregnancy and maternity is a temporary condition, it is not deemed necessary to collect data for this specific equality group for this variable.

6.2 Farmer/crofter support (b)

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Level of uptake of supporting mechanisms for crofters across equality groups	Scottish Government Report to Parliament: Economic condition of crofting: 2019-2022 (2022)	<ul style="list-style-type: none"> Amber 	Age Sex Disability Sexual orientation Income Region	Religion Ethnicity Gender Reassignment Marriage and civil partnership Pregnancy and maternity

6.2.1. Notes on data source

This variable would measure those benefiting from farmer and crofter support across equality groups and uncover if any of the protected characteristics are underrepresented in any of the main support schemes.

Measuring this variable will help understand if people within some equality groups struggle to access or receive support with farming and crofting.

6.2.2. Discussion of the suitability / robustness / limitations of data chosen

The data contained in the [Economic Condition of Crofting Report](#) should be used as the baseline for this variable, with some improvements.

The report compiles an exhaustive list of support mechanisms made available to crofters by the Scottish Government, reporting for most of them data on the number of beneficiaries and on the value of support received.

The report builds upon the evidence base provided in the baseline report produced in 2010, and the Economic Condition of Crofting reports covering the 2011 – 2014 and 2015 – 2018 reporting periods. In accordance with section 51 of the Crofting Reform (Scotland) Act 2010, the next Report to the Scottish Parliament will be due in December 2026.

However, information regarding the uptake across equality groups are not provided for all of the supporting mechanisms, and not in a way that can make it comparable across different schemes. The report does not collect data on some equality groups (religion, ethnicity, gender reassignment, marriage and civil partnership). Despite crofting being mostly concentrated across the Scottish Highlands, where representation of these groups are assumed to currently be homogenous, diversity may expand over time and should be considered.

As pregnancy and maternity is a temporary condition, it is not deemed necessary to collect data for this specific equality group for this variable.

It is suggested that the Scottish Government is engaged before the next review is due to understand if data on equality groups for crofters support is available in order to report it in a

comparable manner across different supporting schemes. If these details are not available, it is suggested that data on uptake of support is collected through the crofter surveys that is to be undertaken for the same report (see the variable “Demographic composition of crofters”).

6.3 Public investment in technology/training

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Demographic breakdown of participants in climate action and nature restoration initiatives	Public Engagement with Climate Change in Scotland: 2022, Scottish Government (2022)	● Amber	Age Sex Region Disability Ethnicity	Gender reassignment Sexual orientation Religion Marriage and civil partnership Pregnancy and maternity Income

6.3.1. Notes on data source

This variable would seek to outline the participation rates of individuals in different equality groups in climate action and nature restoration initiatives and whether there is an uneven split across groups.

Survey data focussed on attitudes and engagement with climate action establishes a starting point to better understand potential barriers to participation in climate action.

6.3.2. Discussion of the suitability / robustness / limitations of data chosen

The [Climate Change Public Engagement](#) survey data should be used as the baseline for this variable, with some improvements.

The report presents the results of a representative survey of the Scottish public, focused on attitudes and engagement with climate change. It was the intention for the results from this work to act as a baseline for the Public Engagement Strategy for Climate Change. It is therefore assumed that the survey will be repeated, but the report does not state any timescale for a follow up survey.

It is suggested that the Scottish Government is engaged to understand when the next survey will be taking place and if questions to capture details on all the equality groups can be added to the survey.

6.4 Rural advisory services expansion

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Scottish Farm Advisory Service users by inequality category	Scottish Farm Advisory Service. One-to-Many Programme Annual Report 2022/23, Farm Advisory Service, 2023	<ul style="list-style-type: none"> Amber 	Age Sex	Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Pregnancy and maternity Income Region

6.4.1. Notes on data source

This variable would seek to understand the composition Farm Advisory Service users across equality groups.

It would be beneficial to establish a baseline for this theme to ensure a sustainable expansion of advisory services across the sector.

6.4.2. Discussion of the suitability / robustness / limitations of data chosen

The data contained in the [Farm Advisory Service Report](#) should be used as the baseline for this variable, but with improvements.

Scotland's Farm Advisory Service (FAS), as part of the Scottish Rural Development Programme (SRDP) provides information and resources aimed at increasing the profitability and sustainability of farms and crofts. Data is reported annually through documents produced by the delivering consultants, including key performance indicators relating to events, subscriptions, publications and media presence. There is data within this reporting to support some of the protected characteristic groups - the age profile and gender of event attendees are outlined in graphs.

To fill the data gaps identified, it is suggested that Farm Advisory Service is engaged to include relevant demographic questions in the participants' surveys.

7 Jobs and skills

7.1 Public investment in technology/training

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Workforce qualification in the agriculture, forestry and fishing sector across inequality group	Sectoral Skills Assessment Report (2022) on Agriculture, Forestry and Fishing	● Amber	None	Age Sex Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Pregnancy and maternity Income Region

7.1.1. Notes on data source

This variable would measure the level of education in the agriculture, forestry and fishing sector workforce, and how the level of education varies across equality groups.

Establishing a baseline using this measurement will help understanding if some equality groups are not represented in the agriculture, forestry and fishing sector job market and if this is linked to their level of education.

*In addition to data on workforce qualification, the Sectoral skills assessment report (2022) on Agriculture, Forestry and Fishing provides regional statistics on current employment in the sector across Scotland and also provides statistics on current job vacancies posted online, within the agriculture, forestry and fishing sector.

7.1.2. Discussion of the suitability / robustness / limitations of data chosen

The data contained in the [Sectoral skills assessment report \(2022\)](#) on Agriculture, Forestry and Fishing is not considered a fully adequate data source to build the baseline for this variable.

This dataset cannot be used as it stands to build a baseline, as it does not provide segmentation by the equality groups.

Workforce qualification data in the agriculture sector could be extracted from the Census 2021; however, the Sectoral skills assessment 2022 is deemed more suitable to build a baseline as it provides forecasts that are based on a variety of sector-specific data sources, and not only on Census data analysis.

To fill this data gap, it is recommended that the Scottish Government consults with Skills Development Scotland to understand if information on equality categories can be included in their forecasts.

7.2 Workforce composition

Variable	Data source	Baseline readiness	Data subsets	Data gaps
Agriculture sector composition across equality groups	Census 2021	● Green	Age Sex Disability Gender reassignment Sexual orientation Ethnicity Religion Marriage and civil partnership Income Region	Pregnancy and maternity

7.2.1. Notes on data source

This variable would measure the representation of equality groups in the agriculture, forestry and peatland sector job markets. This variable needs to be measured to build a baseline to understand possible impacts of changes in the job market on equality groups.

The suggested dataset to measure this variable is the 2021 Census. Workforce data is broken down by Standard Industrial Classification (SIC) 2007 codes.

7.2.2. Discussion of the suitability / robustness / limitations of data chosen

Census data should be used as part of the baseline for the current state of the sector.

The Census provides more granular data than the Annual Population Survey due to its bigger sample size.

In terms of monitoring, according to the expected timescale of the policy impacts that the Scottish Government wants to measure using this variable, Census data can be used to monitor longer terms impacts as it is collected every 10 years, whilst Annual Population Survey data can be used to monitor impacts on policies which are expected to have a greater impact in the shorter term, as it is collected annually.

As pregnancy and maternity is a short-term status, it may not be cost effective to add a question around this protected characteristic on either annual population survey or Census. Other sources of information, like dedicated academic studies or reports, could be identified or commissioned to understand if a change in the job market composition of the land use & agriculture sector can have a negative impact on pregnant women.

8 Appendices

Appendix A - List of relevant data sources

1. Land Register of Scotland, Registers of Scotland, 2023
2. Community Ownership in Scotland 2021, Rural & Environmental Science and Analytical Services (RESAS), 2022
3. Register of Applications by Community Bodies to Buy Land, Registers of Scotland, 2024
4. Impact Evaluation of the Community Right to Buy, Scottish Government, 2015
5. Community Engagement Baseline Surveys, Scottish Land Commission, 2019
6. Scottish Government Report to Parliament: Economic condition of crofting: 2019-2022 (2022)
7. Public Engagement with Climate Change in Scotland: 2022, Scottish Government (2022)
8. Scottish Farm Advisory Service. One-to-Many Programme Annual Report 2022/23, Farm Advisory Service, 2023.
9. Sectoral Skills Assessment Report on Agriculture, Forestry and Fishing 2022, Skills Assessment Scotland, 2022
10. Census 2021

Appendix B – List of stakeholder organisations

1. RSABI
2. Landworkers' Alliance (LWA)
3. Scottish Lands and Estates

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ClimateXChange
Edinburgh Climate Change Institute
High School Yards
Edinburgh EH1 1LZ
+44 (0) 131 651 4783

info@climatexchange.org.uk
www.climatexchange.org.uk

If you require the report in an alternative format such as a Word document, please contact info@climatexchange.org.uk or 0131 651 4783.