

# Project Specification: climate change, the land-based labour market and rural land use in Scotland – an evidence assessment

## 1. The need for this research

ClimateXChange wishes to commission an assessment of the existing evidence for the rural labour market in Scotland and its resilience to change.

The Climate Change Plan Update recognises the need for large scale and rapid changes to the way we use and manage our land to help reach our statutory net-zero targets<sup>1</sup>. The Scottish Government is also committed to significant improvements in nature restoration, as we tackle the twin crisis of climate change and biodiversity loss. Critical to delivery of this change will be the size and scale of the workforce, and the rural communities they support. The Scottish Government recognise the scale of this transition and has committed to setting out “a Just Transition Plan for land and agriculture in time for the post-CAP subsidy regime.”<sup>2</sup>

This research will provide a baseline understanding of the current nature of the workforce, and inform further research to support the development of a Just Transition Plan for land and agriculture in Scotland. It will also inform the baseline from which change can be monitored over time. It is likely that the results will inform further in-depth socio-economic analysis of the opportunities for, and resilience to, significant changes in the rural workforce in Scotland.

## 2. Project scope and aim

The aim is to achieve a system-wide overview of the existing statistics, what they tell us about the current labour market. There are three key objectives:

1. To assess the existing data for the land-based labour market in the rural land use sector in Scotland in order to understand the composition of the workforce and associated skills and identify key gaps.
2. To analyse the available evidence and report on the current condition of the rural land-based labour market, including trends of continuity and change since 2010.
3. Using a scenarios approach, the terms of which will be agreed with the steering group, model likely future rural workforce needs and skill sets associated with the land uses anticipated as part of the transition to net zero. The scenarios (maximum of four) will be aligned with the policy targets set out in the Climate Change Plan Update and are likely to focus on the key delivery dates of 2030 and 2045. They are likely to focus on the integration of more peatland restoration and woodland expansion into landscapes, and the continued growth in low-emission agriculture, and delivery of nature restoration activities. Specific details will be agreed with the Steering Group, and bidders are invited to offer details of a potential approach (see Section 4- Methodology below).

<sup>1</sup> <https://www.gov.scot/publications/securing-green-recovery-path-net-zero-update-climate-change-plan-20182032/>

<sup>2</sup> <https://www.gov.scot/publications/transition-fairer-greener-scotland/>

### 3. Audience

The work is commissioned on behalf of the Scottish Government, and of particular interest to the Rural & Environment Science and Analytical Services division and the Rural Communities policy team.

The results must be presented in a format and language that can be easily understood by readers without an academic background. Written outputs must be well presented and written in Plain English.

### 4. Methodology

We expect the research to comprise a rapid evidence assessment and statistical analysis of the results. It is also expected to include the application of statistical modelling.

Tenderers are invited to put forward proposals on how to best meet the research aims within the budget available. A full explanation of your chosen approach, including any limitations, should be provided. This should include your proposed strategy for the modelling of the scenarios (maximum of four), including selection of key variables, constraints and key assumptions, as a basis for discussion with the steering group at the kick off meeting.

### 5. Outputs

We expect the research to be presented in a short report. The report must be written in plain English, follow the CXC house style, and should comprise:

1. an executive summary of no more than two pages, detailing the key findings, the aim of the project and the value to a policy audience; and
2. a full report of the project, of no more than 25 pages to include:
  - a. Key findings
  - b. a summary analysis of the evidence identified in the research, along with a discussion of the significance of any gaps and/or ambiguities.
  - c. an analysis of the current nature of the land-based labour market in Scotland and it's likely resilience through a transition to a net-zero emissions based economy and in the light of climate change adaptation needs, and improvements in nature restoration. This should address the size of this labour market and its relative importance within the wider rural labour market.
  - d. An assessment of the likely future rural workforce needs and skill sets, based on the analysis of the agreed scenarios (max. 4). This will be focused around the key delivery dates of 2030 and 2045 and include identification of gaps and areas that would benefit from more detailed research.
  - e. A clear assessment of future job pressures both upward, downward and within by sector – to give estimates of sector scale in the light of land transformations for climate change.
  - f. Conclusions
3. Annexes detailing
  - a. the methodologies used and underlying assumptions
  - b. detailed statistical evidence and analysis
  - c. underpinning detail for the agreed scenarios (max. 4)
  - d. References
  - e. A glossary

The ownership of the research material including the final report and any data produced as a result of the research lies with ClimateXChange on behalf of Scottish Ministers. The research

may be published on the ClimateXChange website, the date and format of which will be determined by the Scottish Government and ClimateXChange. One or more drafts are likely to be required before a final version is agreed.

## 6. Project governance

A small steering group will be established to support delivery of the project. The steering group's role is to lead the research strategy and provide advice on guidance as the project develops. It will include representatives from Scottish Government, ClimateXChange, and the project team. External members will be considered depending on the methodology/approach.

The lead contact for ClimateXChange will be the CXC Project Manager Sarah Govan ([sarah.govan@ed.ac.uk](mailto:sarah.govan@ed.ac.uk)), who will liaise with the contractor. Regular update calls will be scheduled fortnightly between the principal investigator and Sarah Govan to discuss progress and address any issues, escalating to steering group for consideration where necessary.

ClimateXChange supports the Scottish Government Open Research Guidance for RESAS, summarised as "open as possible, closed as necessary." This means that all products will be placed in the public domain, unless there is a strong argument otherwise (for example to comply with data protection regulations). Descriptions of all projects and related products will be uploaded to the ResearchFish system.

## 7. Project timetable

Milestone	Completed by
Project kick-off meeting, to agree <ul style="list-style-type: none"> <li>• Scope</li> <li>• Approach to scenarios</li> <li>• Boundaries</li> <li>• timeframe</li> </ul>	Friday 29 <sup>th</sup> July
Report on progress (Principal investigator and CXC Project Manager)	Fortnightly
Interim steering group meeting, to discuss initial findings and agree specification for selected scenarios	Friday 9 <sup>th</sup> September
Submission of draft report to secretariat	Friday 28 <sup>th</sup> October
Submission of draft report	Friday 4 <sup>th</sup> November
Steering group meeting (incl presentation to client), and comments on draft	Friday 18 <sup>th</sup> November
Submission of final report	Friday 9 <sup>th</sup> December

## 8. Award criteria

**Price**            **20%**

**Quality**        **80%**

Quality Criteria	Descriptor	Weight
Understanding the research specification and the policy environment	<p>The proposal should include an introduction which demonstrates a clear understanding of the research requirements, including:</p> <ul style="list-style-type: none"> <li>• The policy environment and the supporting role of research</li> <li>• The cross-sectoral nature of the project</li> <li>• The need for this research</li> <li>• The research aim, and how the proposal will address this need</li> </ul>	20%
Research methodology	<p>The proposal should demonstrate a high quality and workable research methodology that will deliver the outputs in the required timescale, including:</p> <ul style="list-style-type: none"> <li>• How the evidence will be identified, reviewed and assessed</li> <li>• How the research objectives will be addressed</li> <li>• The suitability, robustness and limitations of the methodology</li> </ul>	25%
Project management and staff resource	<p>The proposal should:</p> <ul style="list-style-type: none"> <li>• Include a clear project plan, that captures: <ul style="list-style-type: none"> <li>○ The key steps required to deliver the desired output within scope and to time</li> <li>○ Reference – where relevant – to mechanisms for compliance with regulations (e.g. GDPR)</li> </ul> </li> <li>• Provide details of individual staff members who will work on this project and demonstrate how they will meet the project requirements, specifically their experience and expertise: <ul style="list-style-type: none"> <li>○ In research generally</li> <li>○ In tasks specific to this research</li> <li>○ In inter-disciplinary team-working</li> </ul> </li> <li>• Provide a commitment that named staff members will be available to work on the contract if the bid is successful</li> <li>• Set out the management arrangements for the project</li> <li>• Include a timetable for delivery of tasks and project milestones covering the duration of the contract</li> <li>• Clearly show allocation of staff and staff time against each task</li> </ul>	15%
Communication and report writing	<p>The proposal should describe the approach to writing the report, which will be published on the ClimateXChange website. This should include how different contributions from the team will be brought together.</p> <p>It should detail who will take lead responsibility for report-writing and overall report quality. It should provide accessible links to outputs and/or publications they have been involved in, detailing their role in the work.</p>	10%

	It should detail specific data management tasks (and their related costs) required to comply with the open data guidelines	
Quality assurance and risk mitigation	The proposal should provide details of quality assurance procedures to demonstrate how the contract will be continuously delivered to a high standard. It should specifically address issues of quality control at different stages of the project, including evidence gathering, analysis and report writing. The proposal should provide a risk assessment matrix detailing any risks identified in relation to the delivery of this contract, and proposed mitigation measures to minimise their probability and impact.	10%

## 9. Submitting a proposal

Please send a brief work plan (no more than six pages excluding CVs) responding to the award criteria above and including deadlines, applicable day rates, relevant research experience, examples of previous work and the number of person days' work proposed. CVs for the proposed delivery team can be outwith the 6 page limit. *Your submission should be a single document in PDF format with the file name in the following format name of submitting organisation – Climate change, the land-based labour market and rural land use in Scotland – IQ2-2022. File size should not exceed 5MB.*

You should highlight any potential conflicts of interest in your proposal.

Proposals need to be submitted to [lee.callaghan@ed.ac.uk](mailto:lee.callaghan@ed.ac.uk) and cc'd to [sarah.govan@ed.ac.uk](mailto:sarah.govan@ed.ac.uk) for evaluation by noon on **Thursday 7<sup>th</sup> July**. Any documents or amendments submitted after the deadline will not be accepted. Any clarifications questions regarding the specification should be submitted by email at least 5 working days before the bid submission deadline above. We expect to contact the successful bidder by **Monday 18<sup>th</sup> July**.

The costs of proposals for this project are expected to be no more than £40,000 (including VAT). However, ClimateXChange would welcome proposals for less than this amount. We welcome consortium bids.

Depending on the quality of proposals received, CXC may chose not to appoint any contractor.

CXC Secretariat

May 2022

climateXchange

Scotland's centre of expertise connecting  
climate change research and policy

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