



Incorporating Gender Policy KPI in CAP, CSP & LEADER

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“What we measure, we value. Without gender indicators, rural equality remains invisible”

Executive Summary

Despite formal commitments to gender equality, CAP, CSP, and LEADER programs often lack specific, measurable gender-related Key Performance Indicators (KPIs). Without clear metrics and monitoring systems, women's contributions to rural innovation remain underrecognized, underfunded, and undervalued. Integrating gender KPIs is essential for achieving real progress toward inclusive rural development in the Netherlands.







The Challenge

- 🏠 Current CAP and CSP monitoring frameworks primarily track environmental, economic, and territorial impacts without adequately considering gender equality.
- 🏠 Gender-disaggregated data are rarely collected, analyzed, or used in decision-making.
- 🏠 As a result, the specific needs, barriers, and achievements of women farmers and rural entrepreneurs are rendered invisible in policy implementation and evaluation.





Policy Solutions

- 🏠 **Mandate the collection of gender-disaggregated data** across all CAP, CSP, and LEADER projects and interventions.
- 🏠 **Include gender equality as a formal cross-cutting objective** in CSP and LEADER evaluations.



-  **Develop and implement gender-sensitive KPIs** such as:
 -  Percentage of female project leaders and beneficiaries
 -  Access to training, advisory services, and financial instruments by gender
 -  Representation of women in local LEADER decision-making bodies (LAGs)
-  **Incentivize gender-balanced partnerships** in CAP-funded projects.
-  **Provide technical assistance** to local, regional, and national authorities on integrating gender KPIs.

Supporting Evidence & Best Practices




-  **Austria and Sweden** have successfully integrated gender indicators into their CAP Strategic Plans.
-  **OECD guidelines** recommend gender-disaggregated monitoring for rural policy effectiveness.
-  **Experience** in the Netherlands with other sectors (e.g., health, education) shows that gender KPIs significantly improve equity outcomes when consistently applied.
-  Current indicators, such as, the share of farm holdings (5.6%) led by female farm managers, suggest that there is room for a larger female presence and good KPI help to keep track of this

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Conclusion & Call to Action

Without measurable targets, gender equality remains aspirational rather than operational. The Netherlands must:

CALL TO ACTION:

-  Incorporate robust gender KPIs into CAP, CSP, and LEADER programming and monitoring frameworks.
-  Use gender-disaggregated data to improve future rural development policies.
-  Ensure that the voices and contributions of rural women are not just acknowledged but systematically valued.



Further Reading

www.fliara.eu

[Innovators - FLIARA Project](#)

[Ambassadors - FLIARA Project](#)

Initial Guidelines for Case Study Assessment and Selection <https://zenodo.org/records/14045179>

Strategic Action Plan <https://zenodo.org/records/14045414>

About FLIARA

The project is on a mission to create a more sustainable future by highlighting the role of women in agriculture and rural areas. FLIARA will boost understanding of the needs and challenges facing women leading innovative environmental and rural development practices in EU farming and rural areas.

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Female-Led Innovation in Agriculture and Rural Areas

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