

This resource is for all staff implementing development programs. It accompanies CARE's [GBV Guidance for Development Programs](#).

GBV integration resource:

Sample GBV integration plan

A GBV integration plan describes key activities and programmatic principles that will be deployed during the project life cycle to integrate intentional attention to GBV throughout.

This resource provides a template to support program staff with developing their own GBV integration plan. It should be used to support GBV integration within development program in line with the 10 Steps for GBV integration outlined in CARE's [GBV Guidance for Development Programs](#). There is no set format for a GBV integration plan and this may vary depending on the project scope and context; this resource is an example which teams should adapt to their needs. An example of a GBV Risk Mitigation and Management Approach document from a CARE project can be found on [CARE Shares](#).

Analysis of GBV Risks

Copy in a GBV risk matrix or other documented reflections on potential GBV risks and actions to address these.

See **Sample GBV risk matrix** in CARE's [GBV integration resources](#), available from the GBV Hub on CARE Shares, for a template for this.

Staff training process

Copy in any staff training needs identified, including details of who requires which training and when/how this will take place.

See **Staff training to support GBV integration** in CARE's [GBV integration resources](#), available from the GBV Hub on CARE Shares, for further details of key trainings.

GBV referral mechanism

Note whether a referral mechanism already exists. If so, attach details within this GBV integration plan. If not, note the plans for how this will be developed.

As referral plans are developed, attach details and supporting documents within this plan. Supporting documents may include links to referral directories, details of referral pathways, incident report forms, GBV referral tracking form, or other related documentation.

See **Step 3** in CARE's [GBV Guidance for Development Programs](#), available from the GBV Hub on CARE Shares, for further details on referral planning.

Feedback and Accountability Mechanisms

Note whether a feedback and accountability mechanism already exists. If so, attach details within this GBV integration plan. If not, note the plans for how this will be developed and how this will link with project MEAL systems. As mechanisms are developed, attach details and supporting documents within this plan. Supporting documents may feedback forms or templates for aggregating data.

See CARE's [Guidance for Creating and Managing Effective Community Feedback and Accountability Mechanisms](#) for further information.

Roles and responsibilities

List the roles and responsibilities of specific staff members within the team and the organization, for both CARE and partners, bearing in mind that some may fall outside of the project team such as HR, MEAL, knowledge management or communications staff.

Confidential information management

Note any key points on data security and how confidential information will be managed. This may include reporting lines, who will have access to sensitive data, how this will be stored and any saving protocols.

See [Ethical considerations for GBV research](#) in CARE's Gender MEL Toolkit and the publication [Beyond Numbers - Improving the gathering of GBV data to inform humanitarian responses](#) from UNFPA for further information.

Links to relevant policies

Include links to relevant Country Office and CARE International policies which should be shared with and understood by all CARE and partner staff.

See **Organizational policies to support GBV integration** in CARE's [GBV integration resources](#), available from the GBV Hub on CARE Shares, for further details of key trainings.

Plan for community engagement in GBV integration

Note details of how this GBV integration plan will be shared and reviewed within the community, such as quarterly reflection meetings or ongoing community engagement activities.

See this [Community Participatory Analysis Toolkit](#) for an example of how CARE's Tipping Point project integrated community engagement across analysis and implementation.

Further resources & examples to support development of a GBV integration plan

- CARE's [*GBV Guidance for Development Programs*](#)
- [*Tipping Point Risk Mitigation Strategy*](#)
- [*Mainstreaming GBV Considerations in CVA*](#)