



## Microplanning

### What is Microplanning?

Microplanning is a process of decentralising peer outreach work, so that peer educators make decisions at community level about how to manage their case load, based on local needs. It uses a set of tools to help peer educators determine where to work and whom to prioritise. Peer Educators collect data on a regular basis to track changes in the local sex worker community's risk and vulnerability. They analyse these data and base their programme delivery on the results. It's an approach that is empowering to the Peer Educators, who gain increasing responsibility as site managers and planners.

Microplanning also strengthens community ownership over the programme, as Peer Educators engage sex workers in helping to plan implementation activities, ensuring their preferences are incorporated into programme design. It is an approach that has been successfully used in large scale sex worker health programmes such as in India.

Microplanning was introduced as part of *Sisters with a Voice* in 2017.

The tools used in microplanning take Peer Educators through several stages, as follows:

- (1) Community mapping – identifying “hot spots” where each Peer Educator will work and the number of sex workers in each
- (2) Creating a “Hot Spot Diary” for Peer Educators to use in approaching and registering sex workers in their community
- (3) Developing a “Risk Assessment” scoring tool for Peer Educators to classify sex workers in their case load as at “low” “medium” or “high” risk.
- (4) Using a “Tracking tool” to record daily Peer Education activities and contacts with sex workers
- (5) Monitoring change over time using a “Spot Validation Tool” that documents the number and density of sex workers in a given hot spot location at different times of the day.

Together, these tools support Peer Educators to manage their contacts with sex workers, supported and supervised by Outreach Workers. Peer Educators should meet with their Outreach Worker on a regular basis in order to review the monitoring tool and explain how they are currently prioritising and conducting outreach activities.

### Materials:

- Microplanning Training Guide
- 4 PowerPoint Presentations embedded in the Training Guide
- *Sisters with a Voice* Microplanning SOP
- Microplanning programme tools