

**Gender Audit Report
of
St. Aloysius College
(Autonomous),
Jabalpur, M.P.
www.stalloysiuscollege.ac.in**

Gender Audit Report [2011-2016]

“Society as a whole benefits immeasurably from a climate in which all persons, regardless of race or gender, may have the opportunity to learn respect, responsibility, advancement and remuneration based on ability.” – Sandra Day O’Connor

Introduction:

The 11th five year plan (2007-2012) of the government of India, had reiterated commitment to gender budgeting and stated that the plan will ensure that each ministry/department of both centre and state should put in place a systematic and comprehensive monitoring and auditing mechanism for outcome assessment. In addition, the Ministry of WCD, Ministry of finance and planning commission will undertake gender audits of public expenditure, programmes and policies (vol 11, social sector page 200)

Keeping this as the backdrop, the Ministry of rural development (MoRD) planned to undertake schematic analysis of the programmes/schemes of the government of gender perspective. Women and men from various social groups are positioned differently in society, the workplace and family have different experiences, knowledge, talents and needs. Therefore, different programmes/schemes are designed to address this imbalance. Public services like education, health, transportation and welfare are utilised differently by women and men, as a result budget imparts men and women differently.

UNESCO defines gender audit as, “management and planning tool.” Gender audit evaluates the gender responsiveness of an organizations culture and how well the organization is integrating the gender perspective into its work. The audit outcome aims to assist the organization to become more gender responsive. It is also a kind of impact evaluation that assesses or measure the impact intervention on gender equality and women empowerment.

Institutions of higher education in India today are at a critical juncture in relation to the basic ideals of equality enshrined in the constitution. The recent expansion in higher education has made universities more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. Women constitute 42% of all students in higher education in India today. At the same time the closing gender gap hides on-going inequalities and disparities among women and men, which can only be approached with an inter-sectoral analysis that combines gender with region, class, caste, ability and sexuality among others.

Promoting equity with higher education has always been at the very heart of the agenda of the UGC and reflects its commitment to nurture and preserve democracy within

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spaces of learning. As per the mandate of the universities the college conducted a gender audit in the campus to ensure the safety of women and progression for gender sensitization.

Genesis:

St. Aloysius College, was incepted in the year 1951. It is a co-education college situated at a strategic location to cater to the needs of both urban and rural students who are mostly first generation learners. The college realizes the importance of a steady stream of educated, socially conscious and trained manpower for an economically stable and socially developed nation. To fulfill this arduous demand, the college banks profoundly on the confluence of diverse contemporary knowledge, life coping skills, state of the art instrumentation and excellence in teaching with quality as the defining element in their harmonious blending. The first assessment by NAAC in 2005 with 'A+' Accreditation opened the doors for several new initiatives and also became a point for introspection which urged the Aloysian family to give a revised thrust to the holistic education of students. It is a matter of great privilege that Rani Durgawati Vishwavidyalaya, Jabalpur, with the approval of the UGC, has granted "Autonomous Status" to the College. Different committees are made as per the UGC guidelines to enhance the effective functioning of autonomy. As a result of the constant onward march of the college, UGC has selected the institution for "College with Potential for Excellence." The institution has been Reaccredited at 'A' Grade by NAAC with CGPA 3.50/4.00 in 2011.

The gender audit is an attempt to study whether St. Aloysius College has good gender balance. It tries to focus upon whether college follows universities rules, policies and action as it forms a constituent part of Rani Durgavati University. The gender audit tries to access the impact of its current and proposed policies on gender equality.

For gender equality in all its intervention & practices Woman Cell was established in 1997 with the motto "*Educate, Inspire, Empower.*" The cell works with the mission "*to strive to create a better and just society by empowering women.*" The vision of the cell is "*to provide a unique platform for the development of its members, by providing them opportunities to contribute towards the betterment of the society.*"

The cell works with the following objectives

- To make students aware of Gender Equity.
- To help students to change their mindset and attitudes towards life in terms of Women
- To encourage greater participation and to develop responsible and value oriented leadership in Female students.

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- To build a society with social and economic gender equality as envisaged in the Indian Constitution through social service.
- To reach out to Women in the rural areas and make them aware of their social and legal rights and to equip them to stand against gender violence and gender discrimination
- To create awareness, instill values and develop the personality and leadership quality in the members.

These objectives are met by the following means:

- *Performing skits and road plays for creating awareness in society.*
- *Organizing Group discussions, Speech, Debate, Essay writing, Extempore, Posters etc. on Gender issues to sensitize students.*
- *Arranging lectures of highly qualified and successful Women.*
- *Providing basic amenities for hygiene (soaps, hand towels etc), education (copies, pen, pencil etc.), old clothes, bread, milk powder etc. to the needy.*

The Cell also tries to incorporate hygiene habits and ensure a healthy atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances. Time to time the cell conducts seminars and lectures by specialists and eminent personalities to stop violence against women, sexual harassment at work and about health, hygiene etc.

The college has been consistently concentrating upon students qualitative performance with their overall personality development (Holistic approach). Observing gender equality, the girls are provided with various facilities and special attention.

General Aspects of Gender Audit

- Gender sensitization programmes are organized to highlight social issues with emphasis on the need for promotion of gender equality.
- Eminent women, social workers, officials, health experts and alumni are invited for specialized talks and various training programmes for women students and staff of the college on health issues like personal hygiene, AIDS, lifestyle diseases, cervical cancer, self-defense, martial arts training, legal rights, personality development, yoga and meditation.
- Women's Day and Human Rights Day are observed in order to encourage gender sensitivity.

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- Young women are motivated to work as catalysts in bringing about a much needed change.

a) Anti-Ragging Committee

The college forms anti-ragging and discipline committee. The student in distress owing to ragging related incidents can access the committee.

The Anti-Ragging Committee consists of the following members:

Status	Name	Designation	Telephone Number
Chairperson	Dr. Fr. Vazhan G. Arasu	Principal	9425803381
Member	Mr. Arvind Singh	Dy. Collector and S.D.M. (Gorakhpur, Jabalpur) Representative of the Collector, Jabalpur	9425168706 0761-2624355
Member	Mr. Pankaj Kumawat (IPS)	CSP, Gorakhpur Representative of the Superintendent of Police, Jabalpur	9479994007 0761-2676171
Member	Dr. K. Das	Teacher Representative, nominated by the Chairperson	9926335873
Member	Mr. Prakash Chandra Sen	NGO actively involved in student welfare	9893694304
Member	Dr.(Mrs.) Sapna Chawla	Representative of Guardians/ Parents	9826846046
Member	Ms. Ritu Jain	Senior Student (President, Student Union)	
Member	Ms. Tanya Talwar	Newly Admitted Student (Fresher)	

b) Redressal and Grievance Committee

The students are the main stakeholders in any institution imparting education, and it is our endeavour to make all efforts to ensure transparency in all the activities at different stages. Taking this spirit in consideration the college has decided to provide mechanism to students for redressal of their grievances which include the following complaints of the aggrieved students.

- Academic

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- Non-Academic
- Grievance related to Assessment
- Grievance related to Victimization
- Grievance related to Attendance
- Grievance related to charging of fees
- Grievance regarding conducting of Examinations
- Harassment by colleague students or the teachers etc.

The committee consists of the following members

Sr.No.	Name of The Member	Designation
1	Dr. Fr. Vazhan Arasu	Chairman
2	Dr. A.Dsouza	Incharge
3	Dr. M. Darbari	Member
4		Legal Advisor
5	Dr. Vishwas Patel	Member

- Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers and police personnel and awake the girl students for their privileges and duties.
- The policy of this committee is to create zero tolerance to harassment.

c) **Anti-harassment committee:** This committee took all the preventive measures to prevent sexual harassment and resolved related issues. The Women's cell and Equal opportunity centre assist in creating awareness on gender equality and inculcating a sense of responsibility towards upholding the dignity and welfare of women. Students were educated from time to time on Human rights, Women's rights, violence against women and law for protection of women by eminent advocates and social workers.

The committee consists of the following members

Sr.No.	Name of The Member	Designation
1	Dr. Fr. Vazhan Arasu	Chairman
2	Dr. Mandira Kar	Incharge- Women's cell
3	Dr. Neelanchna Pathak	Incharge-Equal opportunity cell
4	Mrs. Roshni Choubey	Member
5	Dr. Suma Guha	Member

d) Facilities for Girls in Campus:

- 1. Yoga Classes and meditation sessions:** Yoga and meditation sessions are arranged to replace unpleasant thought process into pleasant one. This helps them to overcome their biased ideas and helps them to cope effectively and rationally.

Events	Dates	Participants number
Yoga and meditation	7-16 September 2015	89
Yoga and meditation	9-15 August 2015	106



- 2. Self defence training programmes:** Time to time karate and marshal classes are organized to make the women understand how to protect themselves in their everyday lives and is very practical for girls of all ages for self-defence; which in turn will greatly increase their self-esteem and confidence.

Events	Dates	Participants number
Wushu Martial Art Training	4 th January 2013	250
Hands on training on self defence	9 th October 2013	273
Karate Training	17 th – 22 nd August 2015	144



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3. **Zumba classes under health and hygiene:** Dance fitness classes make them to feel energetic and amazing.

Fitness Fusion workouts	Dates	Participants number
Season 1	21 st -31 st August 2016	40
Season 2	21 st -28 th February 2017	45



4. **Multigym:** The college provides a separate multigym facility for ladies with latest amenities like 2 treadmill, 1 cross trainer, 3 cycles, 1 twister and 10 pairs of dumbles of different weight.

5. **Sports:** The college ensures the participation of women students in various intra and inter-institutional sports competitions led by a women sports officer who train and encourage women participation. Best athlete award is given annually. Following events are organized for the girl students in which every year 150 girls participate.

1. Football
2. Handball
3. Volleyball
4. Cricket
5. Chess
6. Badminton
7. Table tennis
8. Kho-kho
9. Kabaddi
10. Hockey
11. Wrestling
12. Judo
13. Track & field events
14. Cross country race

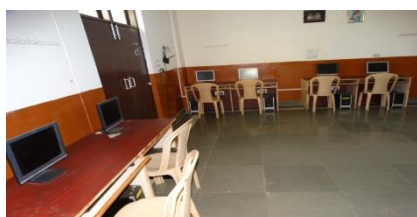
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6. **Cultural:** The cultural committee comprises of 90% woman staff who motivate and prepare women student for competing in cultural events at all levels.
7. **NCC and NSS girls units:** There are two NCC girls' units (Naval and Army) and one NSS girls' unit. Various programmes are organized aiming the female students to make them sensitize towards the issues of women foeticide, AIDs awareness and the girls are motivated to join these units
8. **Ladies Room:** Provision is made for girls resting mode in ladies room. There is an adequate place and silence is maintained for girls to study. This room is also equipped with Television and water cooler.
9. **Girls Washroom:** The washrooms for girls have been refurbished with modern amenities with clean environment.

e) Women Hostel

The ladies hostel is provided with enhanced accommodation, adequate space, ambience and good location. The rules and regulation of Ladies Hostel are strictly implemented and students follow the same.

- a) The ambience of women Hostel is much secured.
- b) To ensure students participation in the housekeeping of the hostel and to maintain discipline, the students' representatives are appointed.
- c) The warden Sr. Vinaya and Asst. warden Sr. Jiss Maria of the hostel provide home like atmosphere to the girls.
- d) The students of the hostel celebrate basically all festivals like Holi, Diwali, Onam and others and the management of the hostel provides all the support for organizing these programmes.

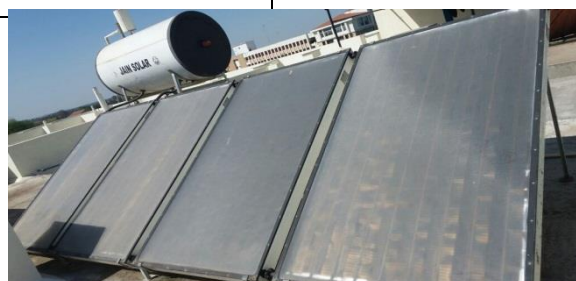


- e) Hostel management takes the responsibility for the sick students, provide the vehicle to take the student to the hospital and also accompany them.
- f) Security guard is present for 24 hrs.
- g) Indoor and outdoor game facilities are provided in the hostel like caroms, chess, badminton court, table tennis court etc.
- h) Other facilities include the hostels are provided with 10 PCs with wifi internet connection to be used by the girls. It is fitted with solar heaters for hot water supply.

The infrastructure facilities provided at the girls hostel.

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Sr.No.	Particular	Details
1	No. of Rooms	40
2	Occupancy	35 rooms @ 3 students 5 halls @5 students
3	Chapel	1 for meditation
4	Counseling Room	Once a month
5	Wi-Fi Facility	2mbps leased line
6.	Solar Heater	4 panels
7.	Computer Room	10 PCs



f. Gender Balance in Enrollment of Profile (Student Profile)

S. No	Category	Years	2011-12	2012-13	2013-14	2014-15	2015-16
1.	Students	Male	1375	1566	1641	1748	2035
		Female	1418	1676	1897	2197	2234
		Total	2793	3240	3538	3945	4269
2	Teaching Staff	Male	17	20	23	32	31
		Female	74	81	82	81	85
		Total	91	101	105	113	116
3	Non Teaching Staff	Male	33	33	34	34	37
		Female	9	9	10	10	10
		Total	42	42	44	44	47

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g. Outstanding Achievements of Girls:

Sports

Year	Position	Girls representation at different level					
		India	All India University	National	University	State	Division
2011-12	Basketball (Winner) Table Tennis (Runner Up)	-	02	01	04	06	13
2012-13	Table Tennis (Winner) Basketball (Runner Up) Handball (runner Up)	-	01	-	11	12	18
2013-14	Basketball (Runner Up) Table Tennis (Runner Up) volleyball (Runner up)	-	02	01	07	09	20
2014-15	Table Tennis (Winner) Basketball (Runner Up) Badminton (Runner up) kabaddi (Runner up)	-	01	05	13	14	20
2015-16	Table Tennis (Winner) Badminton (winner) kabaddi (Runner up)	-	01	04	09	09	25
2016-17	Table tennis (winner) Basketball (winner) Handball (winner) Cricket (winner) Badminton (runner up)	01	03	03	13	13	30



NCC

Year	RDC	NSC	YEP	TSC	GROUP LEVEL BEST CADET AWARD	UNIT LEVEL BEST CADET AWARD	Defence Secretary Commendation	CM Commendation
2011-12	04							
2012-								

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13								
2013-14	04	02						
2014-15	02	01	01	04				
2015-16		01	01	01			01	01
2016-17	05	03			02	01		02



NSS

Year	RDC	University level Camp
2015-16		04
2016-17	01	



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Student Support and Scholarship

Year	College level Scholarships				Government Scholarships		
	Student Aid Fund	Merit Scholarship	Sports Scholarship	Cultural Scholarship	Earn & Learning	Total Scholarship	% of Financial Assistance
2011-12							
2012-13							
2013-14							
2014-15							
2015-16							

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Silent Features & Recommendations

It is found that St. Aloysius college has attained gender balance in its system. Strengths & Gender sensitive initiatives in the Institute are:

- There has been an overall gender balance in enrolment.
- Good number of girl students recipient of merit scholarships.
- Various committees aim to foster an environment in which unlawful discrimination & harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential
- The college monitors the experience of all students through annual progress review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The staff gender balance seems to be maintained (as per the number of existing staffs being 80:20 ratio)
- The college committees allow resources for an academic student activities as a gender neutral basis
- The committee recommended to display the various committees with rules and regulations and experts for eg. Anti-ragging committee, Anti-Sexual Harassment committee.

Highlights of the activities of the Women cell

Session 2010-11

- In August 2010, a gender awareness program was conducted by Mrs. Savita Kanaujiya, advocate of M.P. High Court. She gave a lecture on “Legal Rights of Women”. About 120 students attended the lecture and were benefitted from it.
- A guest lecture was organized on “How to Combat Sexual Harassment” by Mrs. Arunima Bhatnagar in October 2010. The female students of the college attended this lecture. It was a very interactive session.
- Women Cell also organized Judo-Karate classes for female students of the college. Many female students of the college benefitted from these classes.

Session 2011-12

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- To promote girls' education, the faculty members as well as the student members of the cell went to Khalsa Kanya School, Sadar Cantt, Jabalpur. It was a ten day programme. The student members of the women cell taught the middle/high school children, topics of mathematics and science. Not only the school children benefitted, it was also a learning experience for the student members of the cell as they learnt the art of teaching and were empowered. The school Principal gave a certificate of appreciation to the cell for the same.
- In October 2011, poster and slogan competition was organized related to women issues like Female feticide, Female Infanticide, Dowry and Role of women in the betterment of the society.
- A guest talk was also organized in which Dr. Neena Shrivastava, leading gynecologist of Jabalpur gave a talk on the topic "Gynecological problems in adolescents".

Session 2012-13

- In August 2012, the Women Cell in collaboration with "Shakti Mahakaushal", women's wing of Mahakaushal Vigyan Parishad, Jabalpur and the Department of Zoology and Biotechnology celebrated "Women's Equality Day". To celebrate this day, a one day workshop on health awareness was organised for the Non-Teaching female Staff and the female family members of the Non- Teaching male staff of the college. The guest speakers were Dr. Neena Shrivastava and Dr. Ashok Khanna, medical consultant, Marble City hospital, Jabalpur. They spoke on topics 'Gynecological Problems' and 'Malnutrition' respectively. The participants were given fruits and biscuits. They were immensely happy. On the same day a poster exhibition was organized by the post graduate students of the Department of Zoology and Biotechnology on health awareness of women.
- In January 2013, in association with Jabalpur police and M.P. Wushu Sangathan, the cell organized Wushu Martial Art Training for the girl students of the college. Mr. Manoj Gupta, an international Wushu Coach, gave training to around four hundred girl students of the college. This event has empowered the girl students and taught them to fight against violence. This event was highly appreciated as it followed the much talked about Delhi rape case of 16th December 2012.
- In February 2013, in collaboration with All India Mahila Sanskritik Sangathan (AIMSS) an awareness programme was held on the burning topic 'Violence against

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Women' Mrs. Rachna Agarwal, convenor (AIMSS) gave a talk on the same. She interacted with the students and discussed various forms of sexual harassment faced by women in learning institution, workplaces, in society and marriages. It was a very fruitful session for the students.

Session 2013-14

- The Women Cell of St. Aloysius' College organized a health awareness programme on different types of Genital cancer on 31st October for the female staff of the college. The invited speaker for the session was Gynecologist Dr. Kavita N. Singh MS, PhD in Gynaecologic Oncology. She shared her expertise on types of Genital cancer, symptoms, cause and remedy. She said that awareness can help fight cancer as in most cases ignorance takes toll of lives. She also taught us "teach one, save one" to prevent cancer. There was also an interactive session in which Dr. Singh answered all the queries of the teachers. It was a very informative session as many myths and doubts were cleared regarding Cancer, one of the most threatening diseases. The coordinator of the programme was Women Cell Incharge Mrs. Mandira Kar.
- On 9th October 2013, the Women Cell of the college in collaboration with the Women Cell, CID, Jabalpur organized a workshop on Self Esteem and Self defense for the girl students of the college in the auditorium. The chief guest of the workshop was Mrs. Pragya Richa Shrivastava, Inspector General of Police, Women Cell, CID, Jabalpur. Other esteemed guests were Inspector Surekha Parmar and Inspector M.D. Nagotia. In her address to the students, Mrs. Shrivastava said that, nowadays women have equal participation in every sector and are walking in par with men with dignity however; their security is a matter of great concern. She laid emphasis on the importance of self defense. She said self defense would help women tackle an unusual situation independently. She also interacted with the students and answered their queries and gave them solutions to overcome their day to day problems which they face as girls. Inspector Parmar, Inspector Nagotia and their team gave tips on self defense to the participants. It was a very fruitful session for the students and they participated in the workshop with great enthusiasm.
- To pay homage to Nirbhaya, the Delhi rape victim of 16th December 2012, which moved the whole country, Women Cell, CID, Jabalpur organized a 'Human chain' on 16th December 2013 in the city. Institutions and organizations from all over the city

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participated actively in this 'human chain'. It was organized not only to create awareness about the condition of the women but was also an effort to give the message that no such heinous crime would be tolerated henceforth by the society. The college also participated in the event which was coordinated by the Women Cell of the college. The students along with the teachers stood hand in hand from Ganesh Chowk to Pentinaka, Sadar from 1:20 pm to 1:35 pm. A road show highlighting the Nirbhaya case was also prepared by the students under the supervision of Dr. Carolin Saini and was presented in Sadar at different crossings. It was a very successful event as both students as well as faculty members participated in it enthusiastically.

Session 2014-15

The Women's Cell of St. Aloysius (Auto) College, Jabalpur consistently strives to create a better just and equitable society through various lectures and programmes. Following are the events coordinated by the Women's Cell in the last academic year:

- Mehndi Competition: The cell organised Mehndi competition on 16th August 2014 for the girl students of the college in which they participated very enthusiastically. The first three winners were given prizes.
- Lecture on Lifestyle Diseases: Women's Cell, St. Aloysius' College organised a Guest Lecture for the faculty members on one of the most relevant issues of the time, "Lifestyle Diseases" It was delivered by Dr. Parimal Swamy, Consultant and In-charge, Diabetic Centre, Jabalpur Hospital and Research Centre on 20th November 2014. Through his presentation, he spoke about wellness instead of illness. He explained how a person's diet affects his/her health. He also gave practical solutions for having a healthy and happy living. A free diabetic camp for the teaching and non-teaching staff followed the lecture.
- The student members of Women Cell participated in various competitions organised by the Women Cell, CID, Jabalpur and INTACH (Indian National Trust for Art and Culture Heritage) to celebrate International Women's Week (2-8 March). The students participated and won prizes in Essay, Extempore, Speech, Poster, Collage and Painting Inter-collegiate competitions held from 1st March to 9th March 2015.
- The teachers of the college participated in various workshops and seminars organised by INTACH (Indian National Trust for Art and Culture Heritage), Jabalpur to celebrate "Women Empowerment Week", held from 2nd March 2015 to 5th March

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2015 on the women related issues and presented papers. It was coordinated by Women Cell.

- The Women's Cell has also undertaken a project sponsored by UGC (2014-2019) on “Mother and Child” in which the work has been initiated.

Session 2015-16 (Karate workshop)

- Women empowerment is a burning issue all over the globe. Inequalities between men and women and discrimination against women have also been age-old issues, hence gender equality is a universal phenomenon. In India too, equality of women and their empowerment is one of the key issues for the growth and prosperity of the nation. Taking into account the current scenario where women are being harassed, victimized and even raped, the Women Cell of St. Aloysius' Autonomous College organized a week Karate workshop. The workshop was held from 17th August to 22nd August 2015. This workshop was not only helpful in terms of better physiological and psychological health, it also boosted the self-confidence of the girl students. The girl students were given this training to empower them so that, in turn they can further be actively associated with women empowerment and be an asset to the society and their motherland. The karate workshop was organized in two shifts 07:00 am to 08.00 am and 05:30 pm to 06:30 pm in the college campus. Approximately 250 UG and PG students of arts, science and commerce faculty benefited from this workshop. Ms. Sadhna Sen, a karate expert was the instructor of this workshop. She demonstrated several self-defense techniques. She also taught the girl students punches, kicks and stunts etc and also provided them the knowledge of when and how to affectively use it as a self- defense technique. Through the feedback form taken from the participant learners it was found that the workshop was highly appreciated by them and was a great success. The in-charge Mrs. Mandira Kar and other members of the cell Mrs Roshni Choubey, Mrs. Archana Pasari and Dr. Renu Pandey, are thankful to Principal, Dr. Fr. Vazhan Arasu for providing the opportunity. Definite positive changes were observed in the participants. They are more cheerful and emotionally stable. They are now more confident, more aware and more skilled compared to their counterparts. They are now less scared of eve teasing and street attacks and more assertive and empowered.

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Concerns:

The major concerns that have been catered through various activities are:

- Prevalent gender inequity (socio-economic) in the society
- Low self-esteem in women
- Better health and gynecological problems
- Violence on women

Suggestions:

To move forward in the direction of Women Empowerment and Leadership the team member has given the following suggestions

- Continual awareness and awakening programmes to educate, inspire and empower.
- Sustained efforts to build self-esteem and confidence in girl students.
- Self-defense workshops for protection against crimes
- Develop entrepreneurship skills to facilitate economic independence amongst girl students.

Conclusion

It is found that the college has lots of strengths. The weaknesses can be overcome with efficient mindset. Its strength nevertheless contribute towards making the institution a gender sensitive Institution. The institution regularly evaluates whether internal practices and related support systems for gender mainstreaming are effective and whether they are being followed.