

## RESPONSES TO COLLECTIVE WORKING MYTHS

**1. Collective working by its very nature facilitates growth and change.**  
e.g. New members having an equal voice. Work practises priorities can change quickly with new voices.

There are examples of young feminists choosing to work this way  
e.g. The Cailleach Collective which was formed in Glasgow 2002.

**2. S.W.A. as a National organisation has been extremely successful at providing quality services for women, children and young people who have experienced abuse, raising the profile of domestic abuse, and being a voice for women and children, and young people.**

All of the above achieved at a time when all network groups were obliged to work collectively as this was a requirement of affiliation.

**3. Trust, mutual respect, common goal, honesty, commitment, feminist ethos, structures, clear procedures, good management are all requirements in order for any collective to work well. Many close friendships may be built between women within this working environment, however friendship is not necessary for work colleagues to have all the necessary requirements.**

**4. Collective has more management.**

Collective working ensures more management. Every member understands the management responsibility they have and are committed to making the service the best possible. No boss/ managers to blame when things don't go to plan so each member has a vested interest in the project's success.

A good collective has clear and robust management procedures.

**5. There should be more accountability as each individual is accountable to every other member of their group.**

Good support and development essential.

Everyone knows that they have an individual responsibility for themselves and for raising issues that they feel is impacting on the service.

**6. The need to work in a flexible way is a strength of our organisation.**

Many hierarchies have very different structures and it seldom said that therefore hierarchies don't work or that they are not "proper" hierarchies.

In C.W.A. we feel it is important to stay as close as possible to our understanding of the principles of collective working as possible.

**7. Good, agreed, clearly understood, workable structure**

Clarity about system for decision making. Who and when decisions are made.

**Responsiveness is not necessarily chaotic. It could be said that prioritising women children and young people is a great strength of our org which sometimes other things take a secondary place .**

**8. Collective working is relatively new when you consider that all our systems and institutions that are hierarchies have been around hundreds of years, and we as women have been trying to work in different ways to challenge inequities in all fronts in recent years.**

**The only way we can do this is by treating each other as equals.**