

Towards a more equal world

[Text on screen] Each for equal: Three stories.
Interview one, take one

Speaker: Neha Jain, Regional Programme Manager, CMB IT, MENAT

[Text on screen]

I think people would see me as passionate.
By the time I was coming to the end of school, I really wanted to pursue a career in computer science and that's what I did.
My father was very, very supportive, and so was my mother. And that's made a lot of what I am today.

Speaker: Chennakeshav Adya, Neha's husband

[Text on screen]

The first time I saw Neha really struggle at work was with a previous employer, when she went back post her maternity break.
There was an unreasonable expectation for her to work long hours and on the weekends, and that was the first time that I'd seen Neha feeling defeated.
I have played senior management roles in the past and I've always supported women and diversity in general and I would have expected the same for my wife, however that was not the case.

Speaker: Neha Jain, Regional Programme Manager, CMB IT, MENAT

[Text on screen]

It's a lot of work in terms of keeping both the child and the manager happy. It was such a traumatic experience, I just gave up on working. I thought it was just not worth it. So, I did not work for 16 months.
Until I moved to HSBC as a risk manager.
We need to ensure that we don't just talk about equality but that we engrain it.

Speaker: Charlotte Redcliffe, Associate Director, Global Markets Corporate Sales

[Text on screen]

I've always been driven by my profession, my career.
I came from a fairly traditional family, not hugely, but there still were different expectations when you're a girl.
The story goes that when I was eight years old, I stood up and said that I wanted to go into banking.
It's always been dominated by men and I guess that's always been the things I wanted to challenge.
I've had difficult moments in my career. I've often felt that when I walk into a senior meeting room, people don't expect me to be doing what I'm doing and to be good at what I'm doing and I don't think that would be the case if I was a man.

Speaker: Dirk Wilyman, Charlotte's husband

[Text on screen]

Charlotte's experiences make you second guess how you're behaving as a person, you know. How do you challenge your unconscious bias?
Now I deal with my teams in a more pragmatic, inclusive and diverse way.

Speaker: Charlotte Redcliffe, Associate Director, Global Markets Corporate Sales

[Text on screen]

I do think things are getting better. I've had some really key people in my network that have supported me. I've always made sure I've had a mentor. They're great people to go to and just get that extra confidence from.

Speaker: Datin Mina Cheah-Foong, HSBC customer. Managing Director, The Body Shop, Malaysia, Vietnam and Cambodia

[Text on screen]

I'm compassionate, I'm disciplined. I care about my family, about my business. I had a very progressive father and a very traditional mother. Girls were brought up to be dutiful, modest. And boys were told to go out and play and be strong. Even from a young age, I saw the injustice. In my journey as a career woman, it's the little things that I found quite difficult to deal with. The casual disregard of women's abilities. The nominal disrespect given to my achievements.

Speaker: Daryl, Datin Mina's son

[Text on screen]

My mother runs a very successful business and juggled a very successful family home. People felt that if she was good at this, she had to be bad at something. She couldn't possibly be good at home and at work.

Speaker: Datin Mina Cheah-Foong, HSBC customer. Managing Director, The Body Shop, Malaysia, Vietnam and Cambodia

[Text on screen]

Just two weeks ago, we were at a celebration. The host surprised us with a bottle of Champagne to celebrate our imminent listing on the Malaysian stock exchange and he immediately handed the bottle off to my husband, completely ignoring the fact that I was the managing director of this company.

Speaker: Charlotte Redcliffe, Associate Director, Global Markets Corporate Sales

[Text on screen]

Gender equality has really come to the forefront over the last 10 years. There are now policies in place to try to change the gender balance as well. Our work now is becoming more flexible, which means we can be, and have a more diverse workforce.

Speaker: Neha Jain, Regional Programme Manager, CMB IT, MENAT

[Text on screen]

I think we've come a long way, but I don't want to be having this conversation in 10 years when my kids are grown up. I want it to be seamless for them. There should be no difference in any opportunity for men or women.

Speaker: Datin Mina Cheah-Foong, HSBC customer. Managing Director, The Body Shop, Malaysia, Vietnam and Cambodia

[Text on screen]

I think in business we have the greatest opportunity to practice gender equality. Men, women – both with their strengths and their weaknesses and if we can work together, imagine how powerful your organisation can be.

[Text on screen] Gender balance benefits all of us.

#EachforEqual
#IWD2020
#HSBCBalance