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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: CAPTAIN JANE TREMBATH AND FIRST OFFICER ANNABEL VUNDLA (SOUTH AFRICAN AIRWAYS)

SPEAKER	TRANSCRIPTION
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Joining us in studio today are Senior Captain Jane Trembath and First Officer Annabel Vundla from South African Airways. Welcome to the show ladies.
CAPTAIN JANE TREMBATH	Thank you.
FIRST OFFICER ANNABEL VUNDLA	Thank you.
DR. MALKA	Starting with Captain Trembath, you have had an outstanding career as a pilot, beginning in 1985 with Namib Air and in 1988 you joined South African Airways and have climbed the professional ladder for the last 26 years. During your career you have broken numerous glass ceilings and by doing so you have paved the way for other women to follow in your footsteps and I'll just share with the listeners a few of your career highlights. In 1993 you were the first woman pilot in South Africa to qualify on the Boeing 747-400; 2001 Commander of First Large Airline All Female Crew in South Africa; 2007 First Woman Pilot in South Africa to command Wide Body International Flights and to highlight some of your honours and awards in 2013 you received South Africa's Most Influential Women In Business and Government Lifetime Award; in 2007 received Outstanding Achievement in the Field of Aviation from the Benoni Chamber of Commerce and Industry in South Africa. Can you please share with us a few of the landmarks in your career and what has impacted on you the most?
CAPTAIN JANE TREMBATH	I'd say the first landmark in 1988 when I joined South African Airways was as one of the first female pilots and that was pretty much a landmark in starting off because it was something new for South African Airways, obviously for me it's just your experience as being part of your reality, it was just something that I was taking in my stride but I think that was pretty much a landmark in terms of the airlines history.
DR. MALKA	And when you joined, when we were having our conversation off-line, I think you mentioned there were only three women that joined at the same time in 1988.
CAPTAIN JANE TREMBATH	That's correct and they're not with us anymore they have both retired from the airline and there was at first the three of us for a couple of years and women trickled in slowly over the years and then since '94 when SAA started their Cadet Programme then there's been a lot more and we're up to 72 women now out of about 770 men, so it's quite a good percentage.
DR. MALKA	And going through your progression, going through the ranks, could you just elaborate on some of those tips because I'm sure some of them must have been fairly significant landmarks?

CAPTAIN JANE TREMBATH	Well I started as what they call, even though I'm a girl they still called me a boy pilot. When you join the airline you start off as a Third Pilot, so In Flight Relief First Officer they call you on the Boeing 747 or these days it's the Airbus 340 and that's an assistant pilot for the long range flights and then I became a First Officer on Boeing 737's and moved up to Senior First Officer on the Boeing 747-400, that's one of the other landmarks that you mentioned and then I went onto a completely all male fleet and that was possibly a step that was my most difficult because I don't think they really knew what to do with women, the pilots who were on the fleet, they were all very senior people and now maybe they you know, couldn't tell the same type of jokes in the flight deck anymore. So, I felt that that was my most challenging time in the airline, being on that long range fleet and I was the only woman for all the time I was on it.
DR. MALKA	And when you talk about the long range fleet what are the distances or what destinations were you travelling to?
CAPTAIN JANE TREMBATH	Well those, long range is inter-continental at the 747-400 when I flew that then I flew to London and New York and Miami and that's the 747 Classic Jumbo that flew to the other long range destinations. Then I became a Captain on the Boeing 737 in 2001 and it was very soon after that that it was just coincidentally that I landed up doing this flight as the Captain of the first all female crew on Boeings within South Africa and that was significant for me because I felt I'd really made a statement for women. It was something which even months later I had women clerks in the airline saying "ahhh Captain I recognise you" and they said "I was so proud to be a woman that day" and that made me feel good that it's something that I did for everybody, all the women in South Africa who saw it in the papers and the women in the airline and it was not only me though, it was the whole crew and so it was something that for all of us who could make this statement for women in aviation.
DR. MALKA	I think that's a very special moment and having that collective impact on women in aviation.
CAPTAIN JANE TREMBATH	Yes, so that was my most special moment in my career and then in 2007 I moved onto the Wide Body Fleet, the Airbus 340 and then I was the first woman to go onto that as a Captain and to command long range flights and that's also it's a wonderful, it's lovely to travel I enjoy it very much.
DR.MALKA	Now turning to you First Officer Vundla, you joined the Air Force in 1999 and you built your career there for 11 years before shifting over from the military into the commercial world and taking on the position of First Officer at South African Airlines. During your career you've flown heads of state and had the privilege of flying one of our greatest icons, Nelson Mandela and Madiba once said " <i>freedom cannot be achieved unless the women have been emancipated from all forms of oppression. All of us take this on board and that the objectives of the Reconstruction and Development Programme will not have been fully realised unless we see in visible, practical terms that the conditions of women in our country have radically changed for the better and that they have been empowered to intervene in all aspects of life as equals with any other member of society</i> ". Based on your profile I see you as becoming living proof of this statement, how do you see the realisation of his vision?
FIRST OFFICER ANNABEL VUNDLA	You know, it definitely is coming into play, I mean I joined, as you said, in '99 and when I joined I was the only black woman that was flying in the Air Force and it was quite, quite an experience for me because you

	<p>know, coming from Mafikeng where I went to a multi-racial school and, you know, I have all my friends were of different races, it was not really an issue for me but going into the military it kinda opened me up and it definitely opened me up to racism because you definitely do experience that and I must say since that it has been wonderful because we went into these road shows and we started up road shows where we went and we went to these rural, rural schools, where we went to these kids that had never, ever, didn't even know about the Air Force, didn't know the Air Force existed, never seen an aeroplane, you know, and we started speaking to them about it and showing them that, you know, it is visible that there is somebody who is in aviation and the person is a woman and the person is black and it really exposed these kids to aviation and a lot of them now are flying which is wonderful, so, definitely Mr. Mandela's statement there, definitely did impact a lot of our lives and including mine.</p>
DR. MALKA	<p>But it sounds as though you've also had that privilege of being able to impact on other young people's lives and I think that must be very rewarding.</p>
FIRST OFFICER ANNABEL VUNDLA	<p>Ja it is definitely rewarding, you know, I was born in the eighties so I am much younger than Jane, so when she tells me she joined in eighty eight I was like gees I was like how old was I then. It definitely does impact and you know the thing is, I think the biggest thing that attracts kids to you is that you're a woman and a lot of them have seen their mothers and their sisters being nurses, or, not that there's anything wrong with that.....</p>
DR. MALKA	<p>It's was the traditional career path.</p>
FIRST OFFICER ANNABEL VUNDLA	<p>But the traditional, you're a teacher or you're a pre-school teacher or whatever and when they see you in this commanding career they are very, very intrigued and its really it's really, it's due to our past, our predecessors that did so much for this country that's why I am so thankful to God that I am here today.</p>
DR. MALKA	<p>And what would you say has been the biggest impact on your career to date?</p>
FIRST OFFICER ANNABEL VUNDLA	<p>I think it's the people that I've met as time has gone by. The biggest person that has impacted my life basically, I must say, was Mr. Mandela because I knew a little bit about him and he came out of jail when I was pretty young so I didn't know too much, but I knew he fought for freedom and; and; and but when I got to meet him it was very interesting because he asked me so many questions about myself and how old I was firstly because he was like how old are you and you're getting in the front seat over there, so, it was just you know, after we had our chat and we talked he said you know this is what we fought for and I said okay explain that to me "this is what we fought for" and he talked about Robben Island and he talked about you know, what they went through like the Rivonia Trial and all of that and I sat there like gawking at him and I was like geez, my God you've been through so much you know and it was, that was really, that really impacted me and I felt like you know, me being in this position is really a God send to other people, even if they just see it, I don't even have to go there and talk and, just seeing me in my uniform, just making an entrance or an appearance somewhere and it will impact the little kid in the street that says hey you know what, maybe, maybe I could you know. So that definitely, that definitely was one highlight in my career, in my life.</p>
DR. MALKA	<p>I think that's a fantastic highlight.</p>
DR. MALKA	<p>We'll be right back after this.</p>
<p>AD BREAK</p>	

DR. MALKA	You're listening to 'Womanity – Women in Unity' on Channel Africa, the voice of the African Renaissance on frequency 9625 KHz, on the 31 meter band. Today we're talking to Captain Jane Trembath and First Officer Annabel Vundla from South African Airways. We would love to receive your comments on Twitter@WomantityTalk.
DR. MALKA	And now continuing with our discussion where we were talking to First Officer Vundla before and she had mentioned the fact that she flew Mr. Nelson Mandela. First Officer Vundla can you tell us how often you flew the president?
FIRST OFFICER ANNABEL VUNDLA	I flew him for five years.
DR. MALKA	So you were responsible for all of his travel, his flights during that period?
FIRST OFFICER ANNABEL VUNDLA	Ja, he had to stop flying just, 2009/2010 he had to stop flying because he was getting a bit too old for it so and he had to climb the stairs so he had to stop travelling, so we did also his last flight where he was bound to South Africa.
DR. MALKA	That was an incredible responsibility to have as a pilot.
FIRST OFFICER ANNABEL VUNDLA	Ja, ja, but you also had him looking over your shoulder all the time and wondering if you pressing the proper button over there, so, you know, he would always remind me that I'm the same age as his grandchildren so I better know what I'm doing there, so but apart from that, apart from that, it was you know – I trained in a very good organisation it was wonderful training in the military and you know good experience and professional, so, you know he had nothing to worry about and I think after five years I think he was pretty comfortable, so.....
DR. MALKA	Nothing like being supervised by the president.
DR. MALKA	Both of you as pilots have flown across Africa, America, Europe basically all around the world and you hold the highest positions and consequently everyone expects you to make the right decisions at all times especially with the responsibility of people's lives in the air. While you make every effort to succeed, competing as equals in the aviation world where a lot of the high positions quite frankly are held by men, to a certain extent you're still judged by others by your gender, what is your intake on this and is there a fine line between how men and women pilots are perceived?
CAPTAIN JANE TREMBATH	Women probably are perceived differently but for us when we're actually operating the aircraft we can't afford to think about that. You have to actually just go out and do the best job. I, when you were reading your question I felt that women actually place so much pressure on themselves to be perfect, they think they're in a man's world they've got to perform twice as good as any man to be accepted and that's absolute rubbish, women put so much pressure on themselves and you land up making mistakes and feeling bad about it so, as long as we do the job, that's all that women have to do and that's the attitude – it's something internal that you have to come to a realisation for yourself that all we have to do is just do the job and the perceptions are different, it's actually quite interesting from when I was a captain on the domestic then I was very comfortable in my role and everybody knew exactly who I was and when I went on the long range and going to international destinations then I found that all of a sudden I was seen differently as a woman. For example, people like ground staff and ground engineers I'd get on the aircraft together with one of my co-pilots and I'd be wearing my four bars and he'd have two bars and they'd all go and address him

	as if he was the captain and I'd say uhum, excuse me but you can address that to me thank you very much and I found that in a number of countries so that was quite a shock to me.
DR. MALKA	So there was an automatic assumption?
FIRST OFFICER ANNABEL VUNDLA	Yes and I was very shocked that I was getting it in places like France because you just assume that their whole, you know women are equal there but it was very interesting and I had to change my whole style of leadership in that way which is an imposition, you feel ahh now I've got to think of how I'm going to present myself as a leader, but it had to be done.
DR MALKA	And from your experiences?
FIRST OFFICER ANNABEL VUNDLA	You know well being at SAA I've not experienced that too much but when I was in the military I did experience quite a bit of that because I flew Falcon Fifties for a couple of years and I was a captain on the aircraft and we flew like we flew into Saudi Arabia we flew into Sudan, which are Muslim countries, and
DR. MALKA	That's another challenge in terms of religion, it's beyond gender, it expands, well I think it's exponential.
FIRST OFFICER ANNABEL VUNDLA	Definitely and you know you're the captain of the aircraft but the guys refuse to speak to you and you know on so many occasions they wouldn't even speak to me but, you know as I said earlier a lot of things, a lot of battles that I choose not to fight and that one I chose not to fight it because you know, I am flying with a co-pilot who's a man and so if they want to address him they can address him, I could care less, as long as we do what we need to do, you know and we get into the cockpit we're professional, that didn't bother me but it was so interesting to see that you're not allowed to walk through the same door, you're not allowed to, I mean when I landed in Saudi Arabia I had to put on a Burqa and this guy's talking to me and I, through this, and its hot it's like 45 degrees and I'm wearing this black Burqa on top of my uniform and I'm flying with and they're not even talking to me and so it's interesting stuff like that so you're definitely perceived different because you know, you're a woman. But I guess that's just, it's just growing pains and you just get over it and move on.
DR. MALKA	I think you've got a very adept way at being able to sensitise to the situation that you're in and balance and negotiate on what you can do and leaving some of those battles that perhaps don't need you to fight.
FIRST OFFICER ANNABEL VUNDLA	It's not, I'm not saying that certain things I don't take on, I definitely do because I think I'm a little bit confrontational and if there is something that has been said or whatever and I feel like you know what this I'd like to address it and I would, I would come straight to you and I'll address it and then it's squashed and that's, then it's over, that's me, me getting - that's how I deal with certain things but then there are other things that I just think you know well that's this guys problem, that's not my problem and once I get in my car and I'm gone home and that's the end of that. So life goes on after that hey. So that's just it hey.
DR. MALKA	But I think it's a really important learning looking at what battles to fight and what to leave to somebody else. And a point that you'd mentioned Jane, on France that brings me up to my next question on equality. There's a system called the Inter-Parliamentary Union and what they do is they rank according to the level of female representation in government across the world and South Africa is currently ranked tenth position in terms of female representation. We have Rwanda and Senegal, African countries who are ranked first and sixth positions respectively, but when we turn to so-called

	leading countries – France for instance, is ranked forty eighth, the UK sixty fifth, the USA only eighty fifth, it makes you wonder and almost ask how can such a low representation of women be allowed in first world countries within the government level. Now both you have broken barriers as women pilots with where you are today, what is your point of view on this matter?
CAPTAIN JANE TREMBATH	I can't speak for what government does, I can only look at how we're doing in South Africa in terms of female representation in aviation and surprisingly we're doing fantastically. Our percentage of women pilots in SAA is 9%, France it's about 5% that is the international average, it's 5%.
DR. MALKA	So we're still seeing in leading countries, developed worlds where women are being under-represented so it doesn't matter what industry it is whether it's government or whether it's aviation, we've ...
CAPTAIN JANE TREMBATH	Ja, look you'll never get 50% of women as pilots because a lot of women are not interested in the job you know, some women do just what they want to have just a family life, they don't want to be away at night or over week-ends or holidays – we have to spend every second Christmas working and for a lot of women that's a choice that they just don't want to make and it's also it's a technical field, so you know for us we think oh goodie I've got to study electrics for my next race / rating?and I think wow, but a lot of women are not going to be interested so in some countries it's a little bit higher, surprisingly India is higher than us they have 11% of women but you're not going to get it really much higher in terms of the interest in the career, but we are doing very well in terms of international standards of women in aviation.
DR. MALKA	Well they're double if you talk about.....
CAPTAIN JANE TREMBATH	Yes, we are just about double.
DR. MALKA	...about France and international standards being at 5%.
CAPTAIN JANE TREMBATH	Although South Africa, certainly South African Airways has had the Cadet Programme which has brought a lot more women in then the percentage women, they aim for 50% women cadets and that does boost our numbers and also the more women you get into the airline the more normal the whole thing becomes which is better for us and, I must say, it's also quite fun to fly with a girl co-pilot, it's just a whole different tone on things and we actually enjoy it very much when we fly with each other.
DR. MALKA	Well especially on the long haul you spend a significant amount of time with each other.
CAPTAIN JANE TREMBATH	Yes there's far fewer women flying on the long haul at this stage. I did a flight in December where I had two female co-pilots on the flight deck 'cause on the long haul we usually have two co-pilots and a captain because of the length of the flight and so I had an all female flight deck crew and it was quite an awesome flight.
FIRST OFFICER ANNABEL VUNDLA	I can imagine what you guys were talking about.
CAPTAIN JANE TREMBATH	We were actually just doing the job 'cause when we got to, we got to Frankfurt and the weather was, it was extremely foggy, we had to do a full automatic landing and then taxi a very circuitous route because of the poor weather conditions we had to do a low visibility taxi and we just worked as a team, but, if I had male co-pilots it would've probably have been the same but it was actually an extremely working environment having two other girls with me and I really enjoyed it. So everything, the

	flight still had its challenges and we dealt with it as a team but it was great for me as a leader to have these girls with me who backed me up and supported me, gave me the information I needed.
DR. MALKA	And from your point of view?
FIRST OFFICER ANNABEL VUNDLA	Well I'm pretty surprised that you know all these first world countries have such lacking, you know, such lacking data in women you know in such, in positions like this so I'm very surprised but you know as Jane says I can't really speak about what happens in their country, I just know that there's definitely a drive for that now and lucky the government also tries to enforce that so definitely you see in South African Airways and in the Air Force where I've come from there're a lot more women doing it because.....
DR.MALKA	Did you feel in the Air Force that there was a drive to help you to try to increase their numbers of female representation?
FIRST OFFICER ANNABEL VUNDLA	You know it wasn't necessarily to help me, it was to help.....
DR. MALKA	...their representation.
FIRST OFFICER ANNABEL VUNDLA	Yes, so it, there definitely was a drive and there was at a stage where South African Airways and the Air Force had this Siyandiza Vulindlele project where we were going to the different schools and all of that and so I must say quite a lot of kids have come from that so, you know, I do understand why South Africa is number 10.
DR. MALKA	Now both of you have come through from South African Airways and it seems as though South African Airways has a more proactive approach to enabling female employees such as yourselves to drive female leadership further. Do you think that working in an environment that is conducive to women has aided your career development?
CAPTAIN JANE TREMBATH	Well I think that the policies are not specifically targeted towards women in South African Airways it's more of if you want to get into a leadership position then you can make that your goal.
FIRST OFFICER ANNABEL VUNDLA	From my part because I've had 'cause when I was at SAA I had a baby so for me it was SAA definitely has helped in that aspect because, you know, they have made it a lot more comfortable for the female pilots because you are now allowed to go on a maternity leave for up to nine months, so you know, it gives you that chance to bond with your child and then come back to work and then function.
DR. MALKA	That's a considerable benefit because I think the average in South Africa is....
FIRST OFFICER ANNABEL VUNDLA	Four months, three, four months.
DR. MALKA	Three or four months, ja.
FIRST OFFICER ANNABEL VUNDLA	So well you don't get full pay for all it, but you know, you, its...
DR. MALKA	But you're not blocked out of returning to your vocation.
FIRST OFFICER ANNABEL VUNDLA	Exactly. Definitely. I feel that SAA is a very it's a lovely place to work for. Up and coming women if you want to get into management, I'm not sure about the management part but just line pilots, it's pretty good.
DR. MALKA	So being in an environment which is more women friendly has helped fulfil your careers and also your personal life to accommodate those needs.
FIRST OFFICER ANNABEL VUNDLA	Ja.

DR.MALKA	We'll be right back after this.
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DR. MALKA	You're listening to 'Womanity – Women in Unity' on Channel Africa, the voice of the African Renaissance on frequency 9625 KHz on the 31 meter band. If you've just joined us we're talking to Captain Jane Trembath and First Officer Annabel Vundla from South African Airways.
DR. MALKA	Now ladies a couple of weeks ago we celebrated Women's Month in South Africa and it covered the years that women have struggled, reflecting on the progress that women have achieved. Our history defines our present but our actions in the present direct our future. In your opinion which areas do you think we need to build on the most to benefit women in the future?
FIRST OFFICER ANNABEL VUNDLA	I would say me personally, a woman's self esteem and confidence, that is the biggest thing you need to develop because you know, just how we are taught, especially as a black African woman, you know you're taught to.. you have to be submissive, you have to respect – I'm not saying okay respect is not a bad thing, but you know you can't talk back, you cant... and so you grow up constantly you know, it's like you have to be submissive in every single thing you do and you can't speak out and I think just, it would be nice to see the change in confidence, self esteem, enthusiasm knowing that you can rise above, you know, the best and I would love to see that especially from these young black children in the townships and in the location. That's definitely one thing that women need to - that aspect, that area focus on.
DR. MALKA	It's very challenging from a cultural point of view to discard cultural aspects and still come through into democracy.
FIRST OFFICER ANNABEL VUNDLA	Ja. Well it's not really discarding I mean because you know I mean, I would meet senior people in government and I wouldn't be like "hey yo bra, howzit going?" I'd still you know, I'd still compose myself, I will still be respectful but there is also that line, there's a thin line between you know you can't cross it and be you know, they're not your friends, but it doesn't mean that I will allow them to oppress me, I would not allow them to disrespect me so that confidence is where I think is seriously lacking in younger children, especially poor communities because you don't have and if you don't have food in your stomach how are you going to be confident to become a pilot. So you know its...with that it's also looking at the socio-economic environment that we're living in so all of that is connected and I think once that gets a move on then the confidence and the self-esteem in the young girls and boys will definitely develop.
DR. MALKA	I think that's a very important point. And from your perspective?
CAPTAIN JANE TREMBATH	What Annabel said about confidence, self-esteem, that is my sentiments exactly. I believe that women land up not rising as high as they could because they reach a point where they lose the confidence to progress further or they allow setbacks to actually push them out of the environment that they've chosen to enter. Women can have their spirits crushed easily, they don't say anything about it and they leave. So, that's part of the problem as well tied to the confidence, that's something that I've had to overcome in getting, moving ahead, but how do you teach people self-confidence. It's something also you can't go out there and teach young girls because they only see the job that they want to do and it's only when you become older that you start looking inwards, I'd say really from the age of 30 onwards that's when people start looking inwards and the older you get you start thinking right you know, if this

	<p>is working if this is not working then how do I fix it, how do I progress but it's a mindset that has to be taught to young girls that they have to take responsibility for their lives themselves and they have to work out the solutions, if there's a problem then they have to start looking for that solution, how they're going to do this, how they're going to progress because nobody can do it for you. You have to find those answers yourself and that's something that's borne out of your confidence and your self esteem and as Annabel says exactly having self-respect so you don't allow people to disrespect you because allowing people to disrespect you just comes from your own lack of self-respect and there's obviously easier ways to do it, we don't get taught how to communicate that respect and learning the skills of communication, we don't teach our young girls. If we can teach them the skills of communicating powerfully, assertion, that's something which would benefit all young girls greatly.</p>
DR. MALKA	<p>Yes, it would be great if we could give our experiences back to them so that they don't have to walk the roads that we've walked. Captain Trembath you wrote something in your resume that I'd like to share with our listeners, and I quote: <i>"As a lady pilot I've had many awesome moments but breaking new ground also means throwing up rocks and tripping over a few. I had to learn for myself how to find my place and how to lead as a woman in a man's world and how to overcome the challenges and mistakes I made while negotiating the path and it has relevance for all of us in our changing world"</i>. I think that's a really powerful statement and I'd really like if you could expand a bit more in terms of your phrase when you said "how to lead as a woman in a man's world", if you could give us some insight into that?</p>
CAPTAIN JANE TREMBATH	<p>The challenge I had for leading, I didn't have any female mentors, no role models and getting into the position you think oh well I've seen the guys do it this way then that must be the way to do it and I very quickly found out that it didn't work and Annabel was also talking earlier about being submissive you think well if I'm nice or then that doesn't work you become a doormat, if I'm commanding then that will work, but it doesn't so, I had to then find my own confidence so I call it really a sense of personal power, you know this self confidence, that the only way I could lead was actually by being myself. You lead others by learning how to lead yourself and that was the lesson I had to learn.</p>
DR. MALKA	<p>I think that's really important on understanding and learning about yourself and using the strength and the inherent knowledge within to be able to lead from that.</p>
CAPTAIN JANE TREMBATH	<p>I found that I had to get to know who I was because only then that you can access your own inner wisdom and using that wisdom to understand the consequences of your actions and you know, the situation you land up in, what are the consequences of what I have done, how did it land me up in here and then using that knowledge to think how am I going to do it better the next time 'cause that's a question which I constantly ask myself. Every time I don't handle something as well as I would have liked, I ask how am I going to handle it next time and automatically thinking about it, getting the answer, just any answer of a different way to try it that gives me my sense of confidence back and I can continue otherwise you land up losing your own confidence in yourself as a leader.</p>
DR. MALKA	<p>And based on your wisdoms and hindsight which is 20/20 vision as we get older, what would be your advice to young girls that you've inspired that want to follow into your footsteps and enter into the aviation world.</p>

CAPTAIN JANE TREMBATH	I'd like to tell them that aviation is not just about flying. Aviation is this personal journey as well and your relationship with yourself and with other people is just as important, soft skills they call them, are just as important as your technical skills because leadership, it's not about flying the aeroplane, I know how to fly an aeroplane already and now it is about leading a team of people especially when things go wrong, that's when you have to pull out all the stops that's when you actually bring your skills into play and for young girls they have to know that it's not just about the challenges of how to fly the aircraft, how to pass your tests, how to find a job, it's about developing yourself as a person and about how you express yourself as well, expressing yourself with confidence and that's what's going to enable you actually to make progress in life.
DR. MALKA	And in closing the discussion you've shared your amazing career so far and the experiences that you've had as a woman pilot who began her career in the Air Force, is also married to an Air Force Pilot and mother to a two year old son. Can you please use this platform to send a message of hope to all those women in Africa that due to circumstances gender equality might not be first on their agenda, but rather the daily struggle of taking care of their families, raising children and putting food on the table as a more pressurising reality?
FIRST OFFICER ANNABEL VUNDLA	You know I grew up with very strict parents and throughout my life it's been about discipline and I think you know, if you have this discipline, if you instil discipline in your lifestyle it's, nothing is impossible and I just-something as simple as you know, you've got to study and it's also just time management, you know it's not impossible. It's not easy to be, because I'm also at university and it's not easy to be studying and sorting out family life and then at SAA you've also got books and reading and studying and then you fly and then you come back and it's family and it's not easy, but, I love my career I love what I do, I enjoy my job so much and the passion's there and so if you have this passion and the discipline and there's nothing, there's absolutely nothing impossible. You know there's so ... people always say oh you've got to believe in yourself and you've got to.... you really have to because if you don't believe in yourself who else is going to believe in you, so if you don't have the perseverance and the endurance to fight for what you want, then just throw in the towel and go and chill at home because you're wasting your time, so it's really just that.
DR. MALKA	I think those are very important words particularly in terms of discipline. Leading a disciplined lifestyle to be able to incorporate everything that you want to achieve.
DR. MALKA	Well thank you both very much for coming into studio today it's been a pleasure to have you to share your stories within the aviation world.
DR. JANE TREMBATH	Thank you.
FIRST OFFICER ANNABEL VUNDLA	Thanks for inviting us.
DR. MALKA	You have been listening to 'Womanity – Woman in Unity' on Channel Africa, the voice of the African Renaissance on frequency 9625 KHz, on the 31 meter band and we have been talking to Captain Jane Trembath and First Officer Annabel Vundla from South African Airways.
	PROGRAMME END