



CANARA BANK  
OFFICERS'  
ASSOCIATION



# SHE CAN

## ...SHINE THROUGH

VOLUME XVII  
AUGUST 2025





**SHE CAN**  
...SHINE THROUGH

## From the Desk of **GENERAL SECRETARY**

As we celebrate our nation's Independence Day, our hearts swell with pride for the freedom fighters who made this a reality. While we often speak of the great leaders, it is imperative that we also remember and honour the countless women who fought alongside them. These women were not just supporters; they were formidable leaders, strategists, and soldiers in their own right, and their courage shaped the destiny of our nation.

From Rani Lakshmibai of Jhansi, whose bravery on the battlefield remains an eternal inspiration, to Sarojini Naidu, the Nightingale of India, whose powerful words ignited a fire of patriotism, women have always been at the forefront of change. Think of figures like Begum Hazrat Mahal, who led the revolt of 1857, and Matangini Hazra, who sacrificed her life for the tricolour. Their stories, and the stories of countless others whose names may not be in our history books, remind us of the spirit that lies within women. They broke barriers, defied norms, and proved that a woman's resolve can move mountains.

Today, as we work tirelessly in the banking sector, we are part of a new kind of struggle—the fight for economic independence and empowerment. The lessons from our foremothers are more relevant than ever. Just as they fought for political freedom, we must continue to fight for our own professional growth, leadership roles, and financial autonomy. Their legacy is a call to action: to empower ourselves, to support one another, and to ensure that every woman has the tools and opportunities to thrive.

**Let their bravery be our guide, and their sacrifices our inspiration. Jai Hind!**



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**K RAVI KUMAR**  
**General Secretary**





## The Numbers Speak : Why India Is One of the Most Promising Economies Today

### **Consistent GDP Growth Backed by Global Projections**

India remains the world's fastest-growing major economy. The IMF projects GDP growth at 6.4% for FY 2025 and FY 2026, while the World Bank forecasts 6.3%. The Asian Development Bank (ADB) is even more bullish, expecting 6.7% in 2025. Since the pandemic, India has sustained robust momentum. The economy posted 7.8% year-on-year GDP growth in Q1 FY 2025-26, underscoring its resilience.

### **Banking System: Foundation of Financial Inclusion**

Public Sector Banks (PSBs), backed by initiatives like Pradhan Mantri Jan Dhan Yojana (PMJDY), have dramatically widened India's financial reach. As of August 13, 2025, there are 56.16 crore Jan Dhan accounts, with 55.7% held by women and 66.7% in rural/semi-urban regions. Deposit balances have soared to ₹2.68 lakh crore, with an average of ₹4,768 per account. These accounts have facilitated formal banking access for millions, creating a more inclusive and resilient economic base.

### **Forex Reserves: Solid External Buffer**

India's foreign exchange reserves remain a robust safeguard. As of the week ending Aug 22, 2025, reserves stood at US \$690.72 billion, sufficient to cover roughly 11 months of merchandise exports. Although slightly below the September 2024 peak (~\$704.9B), these reserves provide strong protection against external shocks.

### **UPI: Dominating Digital Payments**

India's Unified Payments Interface (UPI) is the world's largest real-time payments system. In July 2025 alone, UPI recorded 1,947 crore transactions worth ₹25.1 lakh crore a 35% increase in volume and 22% in value year-on-year. Daily average transaction value hit ₹90,446 crore and volumes reached 675 million in August. In Q1 2025, total UPI transaction value reached ₹17.6 trillion (approx. US \$211 billion), up 42% YoY, with monthly volumes exceeding 12.5 billion. UPI now accounts for around 85% of India's retail digital payment volume, anchoring financial digitization.

### **Inflation Controlled, Domestic Demand Strong**

Retail CPI inflation fell to 1.55% in Q1 FY 2025-26, an eight-year low, outpacing many advanced economies still battling higher inflation. Combined with rising rural and urban consumption, this creates robust domestic demand in the face of global economic slowdown, making India a self-reliant growth driver.

### **Rapid Manufacturing & Services Recovery**

India's manufacturing and services sectors have bounced back sharply, supported by PLI (Production Linked Incentive) schemes, technology exports and strong demand. FDI inflows in manufacturing reached US \$19.04 billion in FY 2024-25, while services accounted for 19% of FDI, reflecting broad-based sectoral growth.

### **Capital Markets & FDI: Global Confidence**

In FY 2024-25, FDI inflows hit US \$81.04 billion, taking total inflows since 2000 past US \$1 trillion. India's capital markets now account for 4% of global market capitalization, with the NSE entering the top 10 global exchanges and indices like Nifty and Sensex among the world's top performers.

## **A REBUTTAL THROUGH NUMBERS**

India is not a "dead economy" it's a data-backed, resilient, inclusive and rapidly growing powerhouse. With strong GDP projections, robust banking infrastructure, dominant digital payments, controlled inflation and surging domestic sectors, India is rising as the indispensable engine of global growth.



# INTERVIEW *with* SMT RASHMI TRIPATHI

Dr. Rashmi Tripathi, General Manager at the Kozhikode Circle Office- hailing from a joint family in Rewa, Madhya Pradesh, joined the Bank in 2016 as an Assistant General Manager at the Head Office in Bengaluru. Over the past nine years, earned two promotions, hold a Ph.D. in Economics and also a Certified Associate of the Indian Institute of Bankers.



## How according to you does our society in general accepts a woman to be in a leadership position? Do you notice any difference when compared to your male counterparts?

I have never experienced discrimination in our Bank. I have always found that opportunities are equal for everyone. All you need to do is stay focused, put in consistent effort and strive to be better than who you were yesterday- and recognition will follow.

## What advice are you having for young women aspiring to reach high positions?

Primarily, women need a strong support system at home—family members who can help care for the children and help to coordinate and manage responsibilities. It's important to focus on financial planning and investments, especially in the early years of their career. While they are already contributing significantly to the organization, they should continue to aspire for greater heights and pursue long-term career path with confidence.

## What do you think are the qualities that a woman has to exhibit "more" than their male counterparts while retaining leadership positions?

I don't believe in the word "more" when it comes to comparing individuals. Everyone has their own style of working and progressing. Leadership, regardless of gender, demands the same core qualities—assertiveness, empathy, and understanding. A leader is a leader, and these qualities remain universal. What truly sets a leader apart is their unique identity and authenticity.

## Can you share any experiences where you have had to overcome gender bias or discrimination in your career journey?

I have not faced such a challenging situation in my career to date, and I consider myself fortunate to have consistently benefited from a strong support system throughout my professional journey. The collaboration with a dedicated and capable group of colleagues has significantly contributed to making my career progression smooth and fulfilling. I always believed in teamwork and focused on strengths of individuals.

## Describe a situation where you had to lead a team through a challenging situation and how did you achieve success?

One such experience was my posting as the Regional Head in Kozhikode. Entering a different state and adapting to a new culture was initially challenging, especially with limited knowledge of the region and a language barrier. I soon realized that my region had no proposals in the pipeline and was among the lowest performers compared to its peers. The team also lacked confidence in achieving a spot in the Top 10 regions, as per the scoring matrix introduced by the Bank. I engaged in discussions with fellow Executives and the entire Regional Office team, strategized actionable plans, and identified potential growth areas—all while consistently motivating the staff. With strong teamwork and collective effort, we not only secured the second rank but also achieved the top position on several occasions. "When you take your team along with you, you truly can achieve wonders!"

## What inspired you to pursue a career in banking, and how did you end up in your current position?

I pursued PhD in Economics driven by a deep interest in research and academics. Post PhD, I had the opportunity of working as a guest faculty at university, which further strengthened my commitment to the field. While I was focused on academia, I came across an opening for the position of "Economist" in the banking industry. The title itself resonated with me—certain roles carry a strong appeal, and for me, "Economist" was one such designation. Intrigued by the opportunity to apply my academic training in a practical setting, I decided to apply and was fortunate to be selected.

## Do you think we need mentorship or sponsorship programs within our Canara Bank, not only at Executive levels (which is already available for female executives), but also for all cadres of women?

I strongly advocate for structured mentorship programs for women at all levels within the Bank. Mentorship plays a critical role in professional growth, confidence-building, and creating a supportive work environment. It is essential that such programs foster a genuine one-to-one rapport between the Mentor and the Mentee. The success of any mentorship relationship lies in the comfort level between the two individuals. Sessions should address both professional development and personal well-being, as both aspects are deeply interconnected in one's career journey. However, from my own experience attending a mentorship session as a Mentor, I found it leaned heavily towards the personal side.

Mentorship sessions must remain private and trusted spaces for open and honest dialogue. Ensuring this confidentiality builds trust and encourages more meaningful exchanges, which ultimately leads to better outcomes for both the individual and the organization.

## Where do you see Canara Bank 5 years down the line? Do you want Canara Bank to be a PSU or a Private Sector Bank?

I envision our mother Bank as both "a Banker to bank with" and "an Employer to work with." These are not just phrases—they reflect the dual identity we should strive for: trusted by our peers in the financial ecosystem and admired by our employees as a place of opportunity and growth.

I firmly believe that our Bank is well-positioned to be among the Top 3 banks in India. Whether we operate as a Public Sector Undertaking or transition into a Private Sector Bank is ultimately a policy decision. However, what truly defines our standing is not the label, but the value we deliver—through excellence in customer service, innovation in customer-centric products, and the confidence we inspire in our stakeholders, as reflected in our market performance, shares, and dividends.

## At any point of time did you feel lost and detached from yourself and your goals? If so, then what was your comeback?

Though there have been ups and downs in both my professional and personal life, I have never felt completely lost in any situation. I believe that the solution to any problem lies within ourselves. I always try to distance myself from the factors that negatively impact me or pull me down. Through deep introspection, I gain clarity and vision, which helps me move forward and return to a sense of normalcy.

## How do you maintain a work-life balance, and what strategies do you find effective in managing stress being in such a leadership position?

"One should always enjoy the work they do. Personally, I find great satisfaction in my work and make it a habit to jot down tasks to be completed after returning home. While completing all tasks within tight timelines can be challenging, having a reliable support system to manage family and personal responsibilities makes a significant difference. Once we accept the reality of our circumstances, both planning and execution become more manageable. I've been fortunate to have the unwavering support of my family and staff, which has been the backbone of my ability to maintain a healthy balance between personal and professional life."

## What is that you value the most in life and why?

"Ethics"- I feel it is like a Banyan tree providing shade, strength and shaping us into complete human beings. They form the backbone of every relationship and responsibility, guiding our actions with integrity and purpose.

## Who are the people to whom you like to give the credit for your success or the people who influenced you the most to reach the heights and how?

My success is deeply rooted in the unwavering support of my family. My parents have been my primary pillars of strength, providing me with a strong foundation through quality education and values that shaped my thought process. My brothers have always stood by me with constant encouragement. Above all, my husband and in-laws have been incredibly supportive, consistently motivating me to pursue my dreams and aspirations.



### TEACHER TO TURMERIC QUEEN : TRINITY SAIOO

From the lush green hills of Meghalaya's Jaintia region...

A story of quiet determination and leadership, Trinity Saioo, a school teacher by profession, transformed her community by turning a traditional crop into a global treasure.

She is known as the "Turmeric Queen of Meghalaya", leading more than 800 women farmers in cultivating the famous Lakadong turmeric, a variety celebrated for its high curcumin content and healing properties.

While teaching in school, she encouraged local women to grow turmeric in an organised way, promising them a better income and respect for their work. With patience and persistence, she taught farming techniques, connected the women to markets, and built a strong cooperative spirit among them.



Today, thanks to her efforts, Lakadong turmeric is not only a brand but also a symbol of women's empowerment in Meghalaya. Under her leadership, many women farmers who once struggled for livelihood now stand with pride and financial independence.

For her extraordinary contribution, Trinity Saioo was honoured with the Padma Shri in 2020. Her work has been praised as a model of sustainable farming, women's leadership, and rural transformation.



#### AWARDS & RECOGNITIONS

**2018: Honoured with the Excellence in Horticulture** award by the Union Agriculture Ministry during Mahila Kisan Divas, New Delhi.

**2020: Conferred the prestigious Padma Shri** for her outstanding contributions to Lakadong turmeric cultivation and women's empowerment in rural Meghalaya.

**2020: Received an Award of Appreciation** from the Krishi Vigyan Kendra in Jaintia Hills.

**2021: Honoured with the Social Work Excellence Award** by the Department of Social Work, University of Science & Technology, Shillong.

**2020: Recognized by the Balipara Foundation** for her work in organic farming and conservation-driven social entrepreneurship.



Even today, she continues to balance her life as a teacher and a farmer leader proving that one woman's vision can change an entire community. To many, Trinity Saioo is more than a farmer. She is a leader, teacher, and role model, who showed that empowerment begins in the soil of our villages. She is truly the daughter of Meghalaya's hills, carrying forward the golden legacy of Lakadong turmeric to the world.



# THE COURTROOM DRAMA

The Unseen Labor: A Legal Victory for Homemakers



## THE CASE OF ANJALI VS. RAJIV

In a landmark verdict that's sending ripples through legal circles and households alike, the Madras High Court has redefined the very essence of marriage as a partnership of equals.

The case of Anjali vs. Rajiv, a poignant courtroom drama, culminated in a judgment that not only granted a homemaker her due share of marital assets but also bestowed overdue recognition upon the silent, often invisible, labor of women who build homes and raise families. This ruling marks a pivotal shift in how the law perceives the contributions of a spouse who is not a financial earner.

## THE DRAMA UNFOLDS

The air in the Madras High Court was thick with tension as Anjali, a woman in her late 40s, faced her estranged husband, Rajiv, a successful businessman. The central argument from Rajiv's legal counsel was that Anjali had no claim to the shared property—a house, a car, and investments—because all deeds and bank statements were solely in his name. His lawyer asserted that Anjali's contributions, though appreciated, were not "monetary" and therefore held no legal weight in the division of assets.

But the presiding Judge challenged this narrow view of the law. As Anjali herself spoke, her voice, initially soft, grew in strength as she articulated the twenty-five years of her life dedicated to their family. She described herself as the "co-founder of our home," highlighting her role in raising their children and providing the stable, loving environment that allowed Rajiv to focus entirely on his career. Her argument was simple yet powerful: Her unpaid labor was the very foundation upon which his success was built. It was a partnership, she argued, not a one-sided transaction.

## THE VERDICT

The judge's final verdict resonated with this sentiment. He stated that a marriage is not a transaction but a partnership of equals, and to devalue a homemaker's work is a grave injustice. The court ruled that Anjali's non-monetary contributions were of equal value to her husband's financial ones. This powerful decision fundamentally redefines the concept of marital property, asserting that assets acquired during a marriage are the result of the combined efforts of both partners.

## THE LEGAL PRECEDENT SET

The verdict in Anjali's favor was grounded in a progressive interpretation of existing laws, setting a significant precedent. While Section 24 and 25 of the Hindu Marriage Act, 1955 already provide for maintenance and alimony for non-earning spouses, this ruling went a step further. It re-conceptualized a homemaker's work as a tangible, though non-monetary, contribution to the family's assets.

The court's decision effectively creates a new legal understanding: the labor of managing a home, raising children, and providing emotional support is not merely a social obligation but an intangible asset that contributes directly to the family's wealth. This is a monumental shift. It means that the long hours spent on household management, childcare, and emotional labor are now considered a valuable part of a joint enterprise. For decades, this labor has been undervalued and dismissed in legal and financial contexts. This verdict finally gives it the legal standing it deserves.

## BEYOND THE VERDICT: A WIN FOR ALL HOMEMAKERS

Anjali's case is a victory that extends far beyond her personal situation. It is a win for every woman who has worked tirelessly behind the scenes without a paycheck or a title. It's a formal recognition of the immense economic value of their work. This judgment will hopefully inspire courts across the country to follow a more equitable and just approach when dividing marital property. It sends a clear message: a marriage is a partnership, and in a partnership, both contributions—financial and non-financial—are equally vital and worthy of legal recognition. This ruling empowers women to seek fair treatment and challenges the patriarchal notion that only monetized labor holds value. It is a powerful step towards achieving true gender equality within the institution of marriage itself.





# REDEFINING MASCULINITY

## Unrooting Patriarchy

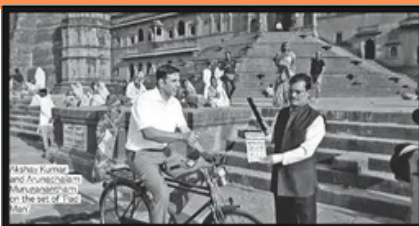
### THE MENSTRUAL REVOLUTIONARY-ARUNACHALAM MURUGANANTHAM'S

#### - PAD MAN's Journey



#### Arunachalam Muruganantham

"I will not stop until every single woman has access to proper sanitary protection. This is not business for me, this is my mission to give dignity to women." - Arunachalam Muruganantham.



#### Meet the man behind the movement

Arunachalam Muruganantham on how he feels about his health crusade being made into the film 'Pad Man'

by Marjusha Radhakrishnan, Chief Reporter

His life is being played out in a Bollywood film by maoche A-lister Akshay Kumar. But the real life hero Arunachalam Muruganantham, who sparked a revolution in India by making low-cost sanitary pads using his own innovative machine, describes his life as a pendulum. "On one end, I feel like a celebrity with the film releasing, and on another end, I feel like an ordinary man who has a long way to go... On one end, my life story has been made into a Bollywood film, on the other hand, I still go to the remotest villages where people

film, 'Pad Man', out in the UAE today. Before this interview, the activist from Tamil Nadu had just been to a Khairatma, a small town near the India-Nepal border, where awareness about menstruation was almost non-existent. The usage of dirty rags - which could trigger fatal reproductive and urinary tract infections - to tackle the blood flow and the stigma around the topic, are still realities for the women there. They are yet to hear about the new Bollywood film 'Pad Man'. "When I work in the remotest villages, it reminds me of who I am. India is not built on 'in millions and 100 cities. It's made up of 600,000 villages... Maybe this movie will help in creating awareness for my cause and make it a bigger and burning issue," said Muruganantham.



In the bustling workshops of Coimbatore, Tamil Nadu, a startling revelation struck an unlikely protagonist. Arunachalam Muruganantham, a humble welder and school dropout, witnessed his wife Shanthi resorting to grimy rags during menstruation, a sight that jolted him into uncomfortable awareness. This intimate discovery exposed a staggering reality: commercial sanitary napkins commanded prices equivalent to three liters of milk, rendering them luxuries beyond reach for countless families subsisting on meagre incomes. What began as spousal concern crystallized into fierce determination when Muruganantham learned that 70% of Indian women lacked access to hygienic menstrual products, condemning them to infections, educational dropouts, and social ostracization.

Muruganantham launched on a clandestine mission that resembled scientific espionage more than conventional entrepreneurship. His inaugural breakthrough came through forensic dissection of expensive branded pads, revealing their deceptively simple composition, ordinary cotton wrapped in gauze yet priced astronomically. Refusing to accept this exploitative markup, he began crafting prototypes using locally sourced materials, transforming his modest home into a covert laboratory where revolutionary ideas took shape amidst societal bewilderment.

His most audacious experiment involved fashioning a makeshift uterus using a football bladder filled with goat's blood, which he strapped to himself while testing absorption capabilities and mobility comfort. This unconventional methodology, though earning him ridicule and social isolation, provided invaluable insights that corporate research facilities had overlooked. Neighbours whispered about his eccentric behaviour, his wife temporarily abandoned him, and his mother questioned his sanity, yet Muruganantham persevered, convinced that his uncomfortable journey would ultimately alleviate millions of women's suffering.

Through relentless experimentation, Muruganantham developed a manually-operated machine capable of processing wood pulp fibre into highly absorbent material through mechanical defibration. His innovation bypassed complex industrial processes, enabling local production of superior-quality pads at fractional costs compared to multinational brands. Each machine, priced around \$2,000, could serve populations exceeding 3,000 women while simultaneously generating sustainable livelihoods for operators, creating a decentralized manufacturing ecosystem that prioritized community empowerment over corporate consolidation.

Muruganantham's revolutionary approach transcended mere product development, catalysing socioeconomic transformation across rural landscapes. His model empowered women to become micro-entrepreneurs, breaking economic dependency while addressing critical health needs within their communities. International recognition followed swiftly!! TIME Magazine acclaim the Padma Shri award, and adoption across 27 countries, yet his greatest triumph remained the normalization of menstrual conversations in traditionally conservative societies. By confronting millennium-old taboos with unflinching directness, the "Pad Man" phenomenon demonstrated that revolutionary change often springs from intimate understanding of problems rather than boardroom strategizing, proving that individual compassion can dismantle systemic inequalities and transform personal revelations into global movements.

His story reminds us that the most extraordinary innovations often emerge from the simplest acts of love and observation. Sometimes, changing the world begins with caring enough to notice what others overlook.



# REVITALIZE & REJUVENATE

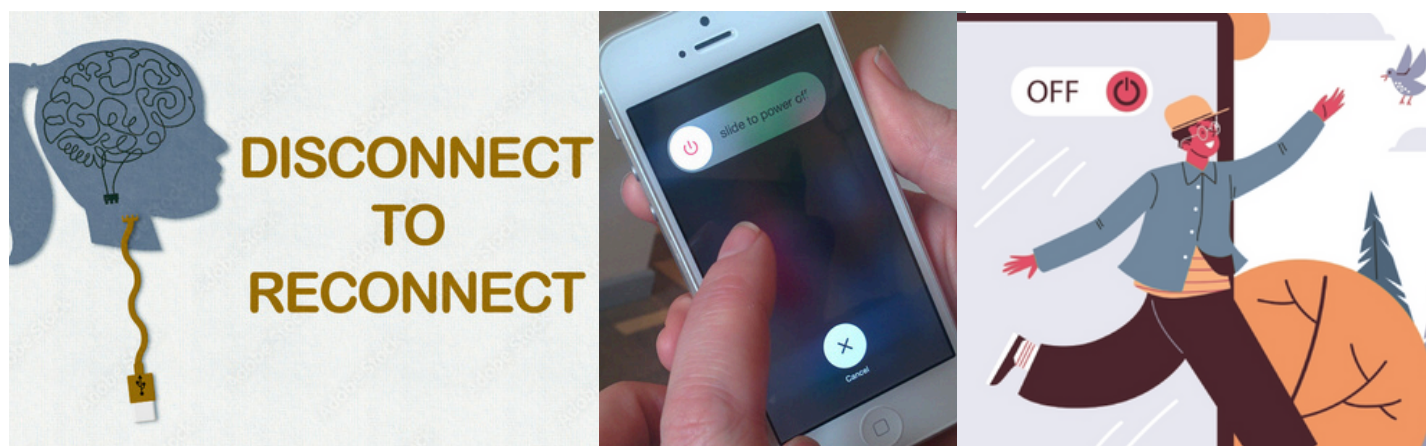
## DISCONNECT FROM TECHNOLOGY

Constantly being connected can make it hard to truly rest. Set aside time each day to put away your phone and turn off notifications. This allows your brain to reset and gives you space for rest and reflection.

The glow of the screen had become a second skin, a constant hum of notifications and endless feeds. It was the digital leash I held, tethered to work, to news, to the curated lives of strangers. But one evening, I let go. I powered down the phone, tucked it into a drawer, and stepped onto the porch.

The air, cool and fragrant with the scent of night-blooming jasmine, was a revelation. I had forgotten this world existed. The crickets, a chorus I'd tuned out, sang their ancient song. Above, stars—not the pixelated kind—began to prickle the inky canvas of the sky.

A stray cat, a ginger tabby, sauntered by and looked at me, its eyes glinting in the dark. It seemed to judge me, this creature of the wild, for my self-imposed cage. I simply sat there, without a destination or a plan, feeling the cool concrete beneath my feet. For the first time in what felt like a lifetime, the world wasn't a series of tasks or notifications. It was just... there. And so was I, a small part of a vast, silent, and wonderfully present moment. It was the quietest, most freeing kind of rebellion. "







# BOOK REVIEW

## STOP OVERTHINKING

Stop Overthinking by Nick Trenton is a book you need to read now if you think too much about anything and everything. Facing stress of any kind? This book will change your perspective and will give you wings to fly to an island of peace and tranquility

Spending too much time and energy thinking about something, usually a problem or a decision, in a way that becomes unproductive and stressful. It's like when you keep reviewing the same thoughts in your head, imagining different scenarios or worrying about what might happen, this process will make you feel anxious or stuck, it's called overthinking. This book will help you learn effective ways to reduce anxiety and gain control over your mind. This book contains essential lessons in 7 chapters.

### WAYS TO STOP OVERTHINKING

Here author mentions three ways to stop overthink,

**Method 1:** 5-4-3-2-1: By following this 5-4-3-2-1 method, you keep the ball of attention out of your mind long enough to reduce your anxiety and regain control.

**Method 2:** counter-belief experiment: When you find evidence to support a counter-belief, you begin to doubt your core belief, which reduces your anxiety and calms your overthinking mind

**Method 3:** Worry Suspension: Avoiding fear is a direct and effective way to stop the anxiety cycle. We can rarely eliminate anxiety, but we can limit its onset and duration with awareness

### MORE THINKING DOES NOT MEAN OVERTHINKING

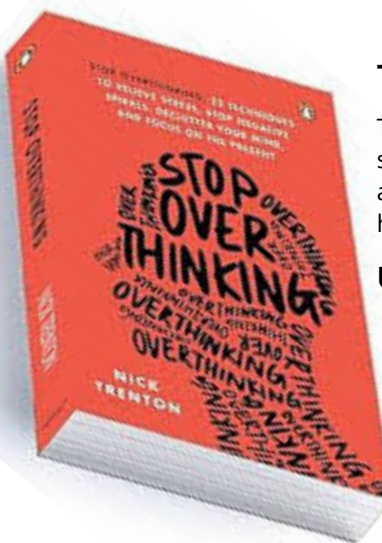
Author mentions the ability to pause, analyze, and ask our thinking is arguably humanity's most excellent quality and the reason for many of our successes. It is not harmful to think. Our mind is a unique tool given by god for this, but when we feel excessive, we weaken its power.

### CAUSES OF STRESS

Author mentions all different usual reasons of stress, apart from them an unorganized climate, whether at home or work, is an essential cause for concern as it subconsciously affects your mind. Things like the quality of the light, the smells and sounds you come in contact with, the color of the walls, and the people living with you in these places influence the level of stress and happiness.

### CONSEQUENCES OF OVERTHINKING

Most people do not consider worry and overthinking harmful. They think that worry is also just a thought. However, it is different. Anxiety is a physical, mental, psychological, social, and spiritual indecent. There is no such aspect of life that is not affected by overthinking. When you feel threatened, your HPA axis hypothalamus, pituitary, and adrenal become active. Your mind triggers neurotransmitters and hormones so that the body has an effect and you are ready to fight or avoid danger. The physical effect harms the body in both the long term and the short time. Author explains ways to train your mind in your favor and resist constant worrying.



### THE 4 A'S OF STRESS MANAGEMENT

These methods are like a life safety boat in the storm of overthinking. These methods are avoid, alter, accept, and adapt. These four methods help deal with every stress of life.

### USE STRESS DIARIES AND JOURNALS

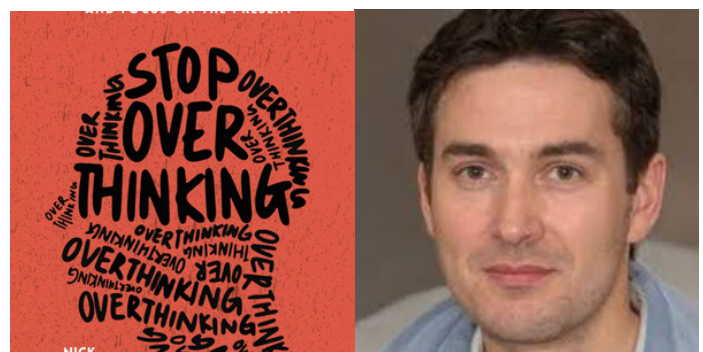
A stress diary is a written record of your stress level and related information that you can later analyze and take steps to manage stress. We all need some stress in life, and some focus needs to be eliminated, so this diary will help you to identify which pressure is good for you and which is not.

### MANAGE YOUR TIME AND INPUTS

The most significant source of our worries is poor time management. Prioritizing the things that make you sad and avoid giving enough time to the things that make happy. You rarely find time for enjoyment and rest, so actively do so to reduce your stress level.

For this, author tells to make a daily routine and do your tasks according to priority. Apart from this, you will move forward happily without stress by dividing your big goals into small parts and completing them individually.

**OVERALL, "STOP OVERTHINKING" IS A VALUABLE RESOURCE FOR THOSE SEEKING TO CULTIVATE A MORE BALANCED AND PEACEFUL MENTAL STATE IN THEIR DAILY LIVES**



---NICK TRENTON



# DID YOU KNOW ???

## INTERNALIZED PATRIARCHY

Internalized patriarchy is when women internalize and perpetuate patriarchal beliefs and attitudes, often acting against their own best interests. This phenomenon arises from living in a patriarchal society, where a system of relationships, beliefs, and values structures and reinforces gender inequality, primarily benefiting men and boys.

### HOW MOTHERS REINFORCE PATRIARCHAL BELIEFS

Mothers often reinforce patriarchal beliefs and behaviors in various subtle and overt ways. This can be seen in their parenting styles and family dynamics. For example, a mother might assume the role of the 'default parent,' taking on the majority of childcare and domestic responsibilities without considering her own needs or preferences. This behavior subtly signals to her children that caregiving is a woman's primary role.

Another way mothers reinforce patriarchy is by prioritizing the needs of men and boys in the family. This can manifest in different forms, such as serving the husband and sons first at meals or giving them preferential treatment in decision-making. These actions, whether intentional or not, teach children that the needs and opinions of males are more important.

Finally, mothers may instill messages of obedience and submissiveness in their daughters. A mother might discourage her daughter from being assertive or "bossy," instead encouraging her to be quiet and accommodating. This can be an unconscious effort to protect their daughters from the dangers of a male-dominated world, but it ultimately perpetuates the cycle of women being submissive and non-threatening.

### WHY MOTHERS DO THIS

This behavior isn't about malicious intent; it's often an adaptive response to living in a patriarchal society. Throughout history, women have learned that obedience and non-threatening behavior toward men can be a survival strategy, helping to keep them safe from the imbalance of power and the threat of violence.

For instance, according to a 2023 study by the World Health Organization (WHO), approximately 1 in 3 women globally have experienced physical or sexual violence, most often by an intimate partner. This persistent threat of violence can lead mothers to unconsciously pass down behaviors that they believe will keep their daughters safe, such as being agreeable and non-confrontational.

In some cultures, a woman's value and safety are directly tied to her marital status and her ability to be a "good wife" and mother. A 2021 Pew Research Center study on gender equality found that in many countries, a significant portion of the population still believes that men are better suited for political leadership and business roles, while women are better suited for raising children. These deeply ingrained societal beliefs can influence how mothers parent, as they may feel a social obligation to prepare their daughters for these traditional gender roles.

### BREAKING THE CYCLE

Ending the cycle of internalized patriarchy requires a multi-pronged approach that starts with self-awareness. Mothers must first recognize their own ingrained beliefs and behaviors.

Some questions to consider are ::

➤ **DO I HOLD MYSELF AND OTHER MOTHERS TO A HIGHER STANDARD THAN THE FATHERS IN MY LIFE?**

➤ **DO I OFTEN APOLOGIZE OR ASK FOR PERMISSION TO CARE FOR MYSELF?**

➤ **DO I EXPERIENCE 'MOM GUILT' WHEN I DO SOMETHING FOR MYSELF INSTEAD OF MY FAMILY?**

Next, mothers should observe how they react to their children's behaviors.

For example, if a daughter is being assertive, does the mother feel uncomfortable and want to suppress her? Are there different expectations for her sons and daughters? A study in the Journal of Family Issues (2018) found that parents often use more emotional and complex language with daughters, while focusing on action-oriented and direct language with sons, reinforcing gendered communication styles.

To break the cycle, mothers need to actively challenge these attitudes and make a conscious effort to advocate for themselves and their needs. This means taking time for self-care, pursuing personal interests, and allowing themselves to be seen as more than just a caregiver. When children of all genders see their mother taking up space, advocating for herself, and being cared for, it provides a powerful counter-narrative to traditional patriarchal norms. It teaches them that women are not just selfless martyrs but are whole individuals with their own needs, desires, and worth.

**SHE CAN...shine through**





# CANARA BANK OFFICERS' ASSOCIATION

## A FAMILY BEYOND BOUNDARIES



### FROM THE HEART OF A FORTUNATE SISTER

I am a A Fortunate Sister, blessed with Ravi Anna as Brother. Today, when I look back, I know I carry this gratitude for a lifetime. Wherever life takes me, I will remember that in my hardest hour, I had a **family called CBOA – a family that gave me courage, hope, and a second life.**

There are moments in life when words fall short, when emotions overwhelm language, and when gratitude seems too profound to be captured in sentences. For me, such a moment came during one of the darkest chapters of my life, when the Canara Bank Officers' Association (CBOA) became not just an association, but a family – a lifeline.–

In December 2023, I faced a storm I never imagined. Due to prolonged absence from duty, caused by severe personal challenges, I was served with CRS – the most painful blow of my life. At that time, I was broken – emotionally, financially, and spiritually. I had no strength left to fight, no means even to travel to Head Office to represent my case. I felt utterly helpless, abandoned, and alone.

But then, something extraordinary happened. CBOA stepped in. Not as an organization, not as a union, but as a family. The association didn't just stand by me – it lifted me when I could no longer stand on my own. It supported me even with travel expenses, reminding me that I was not fighting this battle alone. That small gesture of solidarity filled me with hope and courage, enough to face the storm again.

At the heart of this support stood a leader, a guide, and, above all, a brother – our General Secretary, Sri Ravi Kumar Sir. For me, he was more than a leader. He became a brother chosen by God Himself – a pillar of strength who stood firmly beside me. He didn't just advise me professionally; he reached out with humanity, compassion, and care. When I was breaking, he gave me courage. When I lost faith, he restored my hope. Even after my reinstatement, he continued to check on me, to reassure me, and to make sure I was adjusting well at my new branch. His involvement was not limited to duty – it was driven by empathy and love.

Alongside him, Sri Rama Prasad Sir extended steady guidance that felt like a comforting hand in the dark, reminding me that I was never alone, that I had a family to lean on, and that I belonged to something bigger than myself.

**– Thanks to CBOA**

Through CBOA, under the inspiring leadership of Ravi Anna, I didn't just regain my job – I rediscovered myself. I emerged stronger, more confident, and determined to live with dignity. I realized that God doesn't always appear in divine forms; sometimes, He comes to us through people who hold us when we stumble, through family we find not by blood, but by bond.

To me, CBOA is not just a union of officers. It is a union of hearts, a bond of humanity, and a beacon of strength. And for that, I will forever remain a proud member of this great family.

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**SHE CAN**  
...shine through

