

A Study About the Expectations from School, College Teachers by Society and the Education Policy or System in India

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Abstract:

The existing study showed the complex and dynamic interplay between teachers, societal expectations, and educational policies in India. Addressing the challenges of teaching profession by society is essential for creating a more responsive and effective educational system that meets the needs of both teachers and society. Future research should continue to explore these relationships to inform policy decisions and improve educational outcomes. All persons engaged in a student's life, including family, friends, neighbors, and others, should be given enough knowledge about the value of social support and how, rather than criticizing, offering support may have a good influence on a student. Various steps, such as policy making, should be adopted at higher levels in order to reform the school system and increase competitiveness in such a way that suicide instances can be decreased to some extent. To solve this problem, it is critical to first understand the children and then assist them in coping with stress rather than becoming contributing elements. Education policies aim at improving the learning skills of students. As it provides learners with the best opportunity, it helps them learn according to the latest concepts of education, making them smart and competitive. By following education policies, teachers can avail their students of new ideas and technologies. Therefore, it's essential to follow all rules and regulations related to education to ensure a safe learning environment for all students.

Keywords: Teaching profession, School -college teacher, Expectation from teachers by society and government policies .

1. INTRODUCTION:

A teacher is an educator that handles the education of students from kindergarten through 12th grade. Typically, teachers work in either government schools or private schools and hold a master's degree in their field of study or in general education. Many teachers work with special programs to provide support for students, help coach student sports or other extracurricular programs and help support students as they progress through grade levels toward high school graduation. Teachers are a crucial part of society because they help mentor and educate children and act as support figures for students and families. Indian parents have high expectations for their children, regardless of gender. However, there are some specific expectations that are more common for daughters and sons. These expectations are based on Indian culture and tradition. Indian children may have different opinions about their parents' expectations, and it is important for parents to communicate with their children and to understand their needs and desires. Suicides connected to competitive examinations for engineering and other field have

become a big problem for the country as the number of suicides has increased. The students' mental health is suffering as a result of these tests. Academic, parental, and personal stress are among factors that students face. The extremely competitive schooling, strong pressure for achievement, and parental expectations for success in competitive entry examinations are all impacting students' mental health, resulting in lack of attention, bad attitudes toward oneself, and even suicidal thoughts in many. Students get academically stressed when they receive lower marks than expected; they also experience a great deal of pressure to succeed and great expectations from their parents, which adds to their stress. These pressures have an impact on students' physical, emotional, social, and behavioral elements of their lives. Problem can be sorted by:-

Innovations required – India is moving towards digital education. This will help in budding the innovative minds of students and the youth of the country.

Quality of education – There is a major difference in the quality of education being provided in the rural and urban areas of the country.

Making education affordable – There are Government schools and educational Institutions which are affordable but lack in terms of infrastructure and quality.

2. OBJECTIVES

- Examine the challenges of teachers face in meeting societal expectations, including issues related to workload, resources, and institutional support.
- Understanding of the dynamic relationship between teachers, society, and educational policies in India

3. REVIEW OF LITERATURE

A literature review on the dynamic relationship between teachers, society, and educational policies in India should encompass several key themes and perspectives. Below is an outline and summary of relevant topics and findings based on existing literature:

3.1 Role of Teachers in Society

- **Cultural Perspectives:** Teachers in India have traditionally held a revered status, often seen as custodians of knowledge and moral values. Studies highlight how societal expectations shape the roles teachers play, including their involvement in community building and social change [6].
- **Expectations vs. Reality:** Research shows a gap between societal expectations and the realities faced by teachers, including challenges like inadequate resources, administrative burdens, and societal pressures [9].

3.2 Impact of Educational Policies

- **Historical Context:** Analyzing the evolution of educational policies, from the Kothari Commission (1964) to the National Education Policy (NEP) 2020, reveals shifting paradigms in teacher roles and expectations. Early policies emphasized quality and access, while recent reforms focus on holistic education and skill development [4].
- **Implementation Challenges:** Studies have documented the difficulties in policy implementation, particularly in rural areas, where infrastructure, training, and support systems are often lacking [5].

3.3 Societal Influences on Education

- **Caste and Socio-Economic Factors:** Research indicates that caste and socio-economic status significantly impact expectations from teachers, affecting student-teacher relationships and education

onal outcomes [1].

- **Parental Involvement:** The role of parents and communities in shaping educational expectations is crucial. Increased parental engagement is associated with higher student achievement, yet many teachers face challenges in fostering this collaboration[3] .

3.4 Teacher Training and Professional Development

- **Pre-Service and In-Service Training:** The literature emphasizes the need for comprehensive teacher training programs that align with societal expectations and educational reforms [7]. Continuous professional development opportunities are essential for teachers to adapt to changing pedagogical demands.
- **Pedagogical Approaches:** Research suggests that innovative teaching methods, including experiential learning and inclusive education practices, can enhance teachers' effectiveness in meeting societal expectations [11].

3.5 Challenges and Barriers

- **Workload and Stress:** Many studies highlight the increasing workload and stress faced by teachers, which can hinder their ability to meet societal and policy expectations [2]. Teacher burnout is a significant issue that needs addressing.
- **Policy Gaps:** A review of literature indicates that there are often gaps between policy formulation and ground realities, resulting in ineffective educational practices[14] .

3.6 Recommendations for Policy Reform

Stakeholder Engagement: Research emphasizes the importance of involving teachers, parents, and community members in policy-making processes to create more relevant and effective educational policies [10].

Holistic Support Systems: There is a call for developing comprehensive support systems for teachers, including mental health resources, mentor-ship programs, and collaborative teaching models [12].

3.7 Future Directions for Research

- **Longitudinal Studies:** There is a need for longitudinal studies to track the evolving dynamics between teachers, society, and policies over time[8] .
- **Impact of Technology:** Investigating the impact of technology on teaching practices and societal expectations is a critical area for future research, especially post-COVID-19 [13].

4. METHODOLOGY-

Survey method by which data can be collected by questionnaire. Here , students of different colleges from Savitribai Phule Pune University are involved who belongs to maharashtra stae ,India.

5. EXPLANATION OF TEACHER ROLE IN SCHOOL AND COLLEGES - Responsibilities of a

teacher-Teachers have various daily responsibilities. Depending on their work environment, individual responsibilities may vary. Here are some of the most important responsibilities of teachers with detailed explanations of why they're so important:

Providing behavior management services-Teachers work with students daily and gain a thorough understanding of how each student behaves and responds to coursework and guidance. Their education also helps provide a basic understanding of child psychology and how children behave in certain environments. With practical experience and educational credentials, teachers can be great behavioral management coaches for parents and students. Teachers also help identify students whose behavioral pat-

terns might negatively affect their learning experience.

Producing educational materials-One of the key responsibilities of a teacher is to produce educational materials and coursework for their students. This can include creating content that falls within the school system's curriculum for each grade level, as outlined in the school's curriculum documents. School curriculum typically adhere to state requirements that set a standard for each grade level. Teachers create in-class assignments, learning modules, homework, exams and other educational materials that help students learn the material. They also adjust content for curriculum changes and individual students' needs. For example, a student from a different state that completed an algebra course during their previous school year might need different material to avoid repetition.

Monitoring student progress and assigning grades-Teachers also oversee students' progress during the school year and assign grades for assignments. Teachers monitor student behaviors, grades and social skills to create a more complete profile of each student. They often meet with parents and host individual meetings with students to discuss grades or performance and identify any challenges the student may be facing. Teachers can also help students set educational, social and grade point average goals for the school year and monitor progress.

Planning School events-Teachers often take part in school events and help plan them. They might also help set up tables, chairs and contact parents with phone calls. Teachers often oversee these events as well and interact with parents and students during any school-sponsored events. Educational events can help improve the relationship between students, teachers and parents because such events provide an opportunity outside of the classroom for interaction.

Communicating with parents-Teachers communicate often with parents through paperwork, phone calls and one-on-one conferences. Frequent communication helps the parents and teachers understand the progress of each student, their learning needs and how external factors may affect the student's educational progress. Communication helps parents understand how their child performs in school and why they received certain grades or performed well in specific areas. This can allow parents to potentially identify strengths and weaknesses in their children and collaborate with the teacher to create an improvement plan or highlight the student's strengths.

Encouraging and supporting students-Teachers are often more than just educators to their students. Sometimes, teachers form close bonds with parents and students and provide emotional, mental and educational support throughout the student's educational journey. Teachers also help encourage students to perform at a higher capacity, to challenge themselves with new subjects and concepts and to pursue learning opportunities to learn more about the world around them. Some teachers take part in outreach programs to help support troubled or disabled students and provide emotional support for families. Some teachers form lifelong bonds with students and can even write recommendation letters or become professional contacts for the students' eventual job search.

Taking part in faculty meetings and training-Teachers take part in faculty meetings to learn about the status of the school district, their individual schools and any laws that involve the education system. These meetings also help faculty members coordinate events, refine the curriculum and discuss school policies. Teachers also attend frequent training sessions to expand their knowledge of school policies, subjects like diversity and gender identity and school safety. Training ensures that teachers remain updated on modern educational practices and sensitive topics.

Providing insights for educational research-Teachers sometimes work alongside researchers to provide crucial insights for educational research. For example, a teacher might take part in a study that

tracks the progress of students from different cultural backgrounds and income levels to determine how they affect the learning process.

TEACHER ALSO CONTROL THE IMPACT OF EXTRA FACTORS ON STUDENTS LIVES

The Influence of Celebrities

Whether celebrities are good or bad role models, they can influence students or teen's identity, values, attitudes, and behaviors. Those who flaunt their status may influence young people to value superficial aspects of their lives like brand names and their image. .

Negative ways celebrities can influence teens

- Normalizing behaviors like smoking or substance use.
- Promoting violent or criminal behavior like vandalism, fighting, or driving under the influence.
- Modeling poor decisions around relationships or sex.

Positive ways celebrities can influence teens

- Promoting dedication to hard work.
- Modeling how to positively handle situations when they make mistakes.
- Talking openly about mental health issues.

Parents are expected to make their children aware about the celebrities good and bad models . They may be promoting wrong substance use, an unrealistic body image, or materialistic standards.

HINDERANCE DUE TO HISTORICAL ASPECTS

The history of modern India is deeply impacted with two centuries of British colonialism, and decades after Independence, our nation has continued to carry its colonial baggage in various forms, some conspicuous, and some subtle. It is often said that, " The past is inextricably linked with our present and feeds into our future." [15]The importance of history cannot be overstated. The colonial mentality is evident in the following ways-

1. There is a lack of trust in knowledge and practices.
2. There is a belief that the Western model of development is the only model that can work for India.
3. There is a tendency to view India's development challenges through a Western lens.
4. There is a belief that the only way to achieve development is through economic growth and development.

The colonial mindset is holding India back because it is preventing India from thinking and acting like a modern, independent nation.

India needs to get rid of this mindset and start thinking and acting like a modern, independent nation. Only then will India be able to achieve its full potential. Over the past few years, the Government has slowly been steering India away from the British rule, and a number of steps have been taken across several domains to firmly mark the identity of New India, truly freeing it from its colonial past. The youth of the country are being liberated from the compulsion of learning in foreign language through the National Education Policy, which lays stress on education in the **mother tongue**.

Problem due to Indian Parents Expectations -While there is some truth to the stereotypes that Indian parents have high expectations for their children, it is important to remember that every family is different. Additionally, the expectations that parents have for their children may vary depending on the child's gender. However, there are some specific expectations that are more common for daughters and sons.

From Daughters:-Obedience: Indian parents expect their daughters to be obedient and respectful. This includes following their parents' rules and instructions, even if they disagree with them.

Good academics: Indian parents place a high value on education, and they expect their daughters to excel in school. This means getting good grades and attending a good college.

A good marriage: Indian parents often view marriage as one of the most important events in a woman's life. They expect their daughters to marry a well-educated and successful man who comes from a good family.

From Sons:Financial success: Indian parents expect their sons to be financially successful. This means getting a good job and earning a good income.

Taking care of the family: Indian parents expect their sons to take care of their families, both financially and emotionally. This includes supporting their parents and siblings, as well as their own wives and children.

Carrying on the family name: Indian parents often expect their sons to carry on the family name. This means having children of their own and raising them to be proud of their heritage.

PRESSURE ON TEACHERS-Teachers are expected to follow different types of educational policies in their routine.

Kothari Commission-Teacher has to follow educational reforms: language formulas, remunerations, and scholarships. It consisted of visionary for learners that were highly recommended for the 10+2+3 schooling pattern.National Education Policy (1968)- NEP 1968 was framed to equalize educational opportunities for all children up to the age of 14. National Education Policy (1986)- This policy covered various aspects that needed attention. NEP 1986 recommended a more comprehensive operational blackboard to improve the school infrastructure. Teachers has to focused on improving different areas like micro-planning, adult education, and non-formal schooling options. National Curriculum Framework (2005)- It highlighted the idea of a student centrist learning environment that can support them beyond textbooks and rote methods.Teachers were expected to teach beyond the textbook which is not mentioned in the policy .Right to Education (2009)- It aims at providing free and compulsory education to all children between the ages of six and fourteen. It prohibits all kinds of physical punishment and discrimination based on class, caste, or gender.But parents expect exact opposite from the teachers. National Education Policy (2020)-This policy focused on the use of the mother tongue as the medium of instruction up to the fifth standard while suggesting its continuation till class eight and beyond. Teachers has to follow language rules too.

Major Issues in the Indian Education System

The Indian Education System has its share of issues and challenges which need to be resolved to provide better and improved education to children, who are the future of the country.

About the Indian Education System -A major shift in the education system can be observed from the pre and post-British rule till today in India. Initially, children were educated in Gurukuls which was later modified and the modern education system was introduced.

After India became independent, the constitution committed six fundamental rights, of which one was the Right to Education. It allowed free education for every child up between the ages of 6 and 14 years. The education system is mainly divided into pre-primary, primary, elementary and secondary education, which is followed by higher studies. However, there are many drawbacks and loopholes in

this system which if curbed can work for the overall development of the country which also include states rules.

Current Issues in Education in India Which affects Teachers performances in their respective field-Discussed below are the current issues with the Education system in India:

Expenditure on education – More funds should be allotted for the development of the education system in India.

Capacity utilization – The world now needs creative minds and the Government must encourage schools to boost the students and utilize their capacities to the max and not let their ideas go unheard.

Infrastructure facilities – Better infrastructure must be provided especially in Government schools. Since the Government is now focusing on digital education, they must undertake steps to provide all necessary facilities in the Government schools and rural areas as well.

Student-teacher ratio – The number of students in search of proper education is way more in comparison to the teachers and faculty available. Thus, qualified teachers must be appointed to impart knowledge to the future of the country.

Accreditation and branding – by quality standards of school and colleges.

Students studying abroad – Many students choose to study abroad because of these issues in the Indian education system. The concerned authorities must work on them and students must also choose to stay, learn in India and empower the country through their knowledge.

Our education system is failed in India for Teachers and students-

Education system in India carries the colonial baggage shouldered by us for decades now. It is a structure that was built to produce civil servants, clerks and bureaucrats who could do the routine job. Not much has changed in the objective of our education system, even today. Now we have engineers being produced in bulk creating imbalance in the demand and supply in the job market.

The same old rote learning mentality of students to score the highest marks, holds priority not only for the students but their guide (parents and teachers). Anyone with a first class degree is preferred over a hardworking and talented student, who scores in an average slot.

The impact becomes larger when the marking trend overshadows the interest of a student, making him/her incompetent in the real corporate world. The career graph of an individual is rather drafted on the basis of the report card marks.

What makes the situation even more bizarre is the fact that with more and more students frequently and routinely scoring 90% marks, in their board exams, have raised the cut off bar for the college/university to an impractical score. This further narrows down the entry door limit, leaving a major of students chunk of in the mediocre bracket. The recent roll back of the four year undergraduate programme introduced in Delhi University, was another example of a confused education paradigm of universities. More than 70% of the course structure focuses on preparing its students for their best performance in the examination and does not pay heed to the teaching process. In this attempt we often see that some intelligent students, who are not good performers in class written tests, are often left behind and challenged in their career path.

Education which was meant to reform human behavior appears to have failed to achieve its goal, rather it has further confused students in their directed path. The lack of a standard method of learning/teaching has made 'a particular course' different for different individual.

Management students who have acquired the degrees from different colleges/universities are unknown

to the standard idea of the management course.

Teachers and students are the ultimate sufferers-

In this process it is ultimately the economy that suffers. Lack of skilled employable students leads to ineffective growth in the industry and increasing rate of joblessness in the country. Jobs are then filled in by semi-skilled people who do not contribute to the industry in the required manner.

The preparation phase for competitive exams, especially those for jobs, can be a highly stressful and overwhelming period for students. Balancing multiple subjects, vast syllabus, time constraints, and the pressure to perform well adds to the intensity. Here are the most common challenges students face during this hectic time, along with strategies to manage them effectively:

- 1. Time Management Challenge:** With multiple subjects or sections to prepare for, students often struggle to allocate enough time to each area, leading to last-minute cramming.
- 2. Information Overload Challenge:** The vast syllabus can overwhelm students, especially with the pressure to remember every detail.
- 3. Distractions and Lack of Focus Challenge:** In today's digital age, distractions like social media, gaming, and non-urgent activities can derail study efforts.
- 4. Mental and Physical Fatigue Challenge:** Long hours of study without proper breaks can lead to burnout, both mentally and physically.
- 5. Fear of Failure and Pressure Challenge:** The fear of not performing well can lead to anxiety, which affects performance. Pressure from family or peers to secure a good job adds to the stress.
- 6. Balancing Multiple Subjects Challenge:** Competitive exams for jobs often cover diverse subjects (e.g., quantitative aptitude, logical reasoning, general knowledge, English, and technical knowledge), and mastering all at once can seem overwhelming.
- 7. Mock Tests and Performance Anxiety Challenge:** Taking mock tests can create anxiety if students don't perform well, leading to self-doubt.
- 8. Inconsistent Motivation Challenge:** Maintaining consistent motivation over a long preparation period is difficult. Students often feel discouraged when progress seems slow.
- 9. Financial and Resource Constraints Challenge:** For some students, access to expensive coaching, books, or online courses may be limited, adding to the stress.
- 10. Handling Peer Competition Challenge:** Comparing oneself to peers, especially in competitive environments, can cause unnecessary stress and self-doubt.
- 11. Lack of Guidance Challenge:** Many students feel lost without proper direction, not knowing how to approach the exam preparation systematically.
- 12. Financial Stress Challenge:** For some, the expenses associated with preparation (coaching classes, books, exam fees, etc.) can create additional stress.

6. DISCUSSIONS FOR ROLE OF A TEACHER AND EXPECTATION FROM SOCIETY

Indian parents often have high expectations from teachers, especially considering the value placed on education in Indian society. While expectations may vary depending on factors like region, family background, and the students age, certain common themes tend to emerge in the relationship between parents and teachers.

6.1 Academic Excellence

- **Expectation:** Indian parents generally expect teachers to help their children achieve high academic

standards. Education is often viewed as a pathway to better career opportunities, especially in fields like engineering, medicine, and government jobs.

- **Role of Teachers:** Teachers are expected to focus on strong subject knowledge and ensure students grasp concepts well. Parents often look to teachers to provide extra attention to struggling students and push high achievers to excel even further.

6.2 Discipline and Values

- **Expectation:** Many Indian parents expect teachers to not only educate their children but also instill values like **discipline, respect, and responsibility**.
- **Role of Teachers:** This often includes encouraging punctuality, regular homework completion, and respect for elders and peers.

6.3 Personalized Attention

- **Expectation:** In a large classroom setting, parents expect teachers to recognize the individual needs of their children. They may want teachers to pay extra attention if a child is struggling academically or emotionally.
- **Role of Teachers:** Parents hope that teachers will notice if their child is falling behind and provide **additional support**. Many parents appreciate regular feedback on their child's progress and expect teachers to be approachable and communicative.

6.4 Regular Communication

- **Expectation:** Parents value open and frequent communication with teachers to stay updated on their child's performance and behavior. They expect teachers to provide feedback, discuss challenges, and suggest ways to improve learning at home.
- **Role of Teachers:** Teachers are often expected to communicate through parent-teacher meetings, written progress reports, or even digital platforms. Parents may also expect teachers to inform them about any significant behavioral or academic issues as soon as possible.

6.5 Extra Help and Tutoring

- **Expectation:** In the context of competitive exams and the pressure to excel, many parents expect teachers to provide **additional guidance or tutoring** outside regular school hours, particularly for important subjects like math and science.
- **Role of Teachers:** Teachers are sometimes asked to give extra classes, provide study materials, or conduct doubt-clearing sessions to ensure students are fully prepared for exams.

6.6 Preparation for Competitive Exams

- **Expectation:** With the intense focus on competitive exams in India, many parents expect teachers to gear the curriculum and teaching style toward preparing students for exams like JEE, NEET, UPSC, etc., right from early stages.
- **Role of Teachers:** Teachers are expected to incorporate exam-specific training into their regular teaching and guide students on how to crack these exams, sometimes even in primary and middle school.

6.7 Moral and Cultural Education

- **Expectation:** Many Indian parents expect teachers to teach moral values and introduce their children to Indian culture, traditions, and ethics. This includes teaching about festivals, history, and religious tolerance.
- **Role of Teachers:** Teachers are expected to incorporate lessons about values such as honesty, empathy, and teamwork, along with knowledge about India's cultural heritage.

6.8 Handling Discipline and Behavior Issues

- **Expectation:** Parents often look to teachers to **manage discipline** in the classroom. If a child misbehaves, parents might expect the teacher to handle the situation firmly and correct the behavior.
- **Role of Teachers:** Teachers are expected to handle disruptive behavior effectively and help children understand the consequences of their actions. At the same time, parents expect teachers to communicate any serious behavioral issues directly with them.

6.9 Emotional Support and Mentor ship

- **Expectation:** Besides academics, many parents expect teachers to provide emotional support to their children, especially in times of stress or difficulty.
- **Role of Teachers:** Teachers are seen as secondary caregivers and are expected to create a safe and nurturing environment for children. Parents appreciate teachers who act as mentors and role models, offering guidance in both academic and personal matters.

6.10 Fair Treatment and Attention

- **Expectation:** Indian parents expect teachers to treat all students **fairly and impartially**, without favoring specific students based on academic performance, background, or family connections.
- **Role of Teachers:** Teachers are expected to be just and impartial, ensuring that each student receives equal attention and opportunity to participate in class activities.

6.11 Encouraging Holistic Development

- **Expectation:** Increasingly, many Indian parents expect schools and teachers to focus on the **overall development** of their children, beyond just academics. This includes encouraging participation in **extracurricular activities** like sports, arts, and music.
- **Role of Teachers:** Teachers are expected to identify and nurture students' talents, guiding them toward a more **balanced education** that includes life skills, creativity, and social development.

6.12 Guidance on Future Career Paths

- **Expectation:** Indian parents, especially those with older children, expect teachers to provide career guidance and help their children choose the right path after school.
- **Role of Teachers:** Teachers are expected to offer insights on **career options**, including advice on the right streams to pursue in higher education and the competitive exams required for various professional fields.

PARENTS ULTIMATELY CREATES PROBLEM DUE TO- Expectations shaped by cultural, social, and economic factors. These expectations can be both explicit and implicit, and they vary depending on the family's background, traditions, and regional values. Here's a breakdown of some common expectations Indian parents have from their children:

1. Academic Success

- **Expectation:** Education is seen as the primary pathway to a secure future. Indian parents often emphasize high academic performance, expecting their children to excel in school and pursue prestigious degrees, especially in fields like engineering, medicine, law, or government jobs.
- **Reasoning:** For many Indian parents, academic success is linked to job security and social status. It's often seen as the most reliable way to ensure financial stability and a better standard of living for their children.
- **Impact on Children:** This can lead to pressure to score high in exams, secure admission to prestigious institutions, and outperform peers.

2. Respect for Family and Elders

- **Expectation: Reasoning:** India Respecting elders, especially parents and extended family, is deeply ingrained in Indian culture. Children are expected to be obedient and show deference to their elders.
- In society places a high value on the family structure, and elders are viewed as the pillars of wisdom and authority. Children are expected to listen to their advice and adhere to family traditions.
- **Impact on Children:** This can sometimes lead to children having to balance their own desires with the expectations of the family.

3. Financial Stability and Responsibility

- **Expectation:** Indian parents often expect their children to pursue financially stable careers. After completing education, children are expected to contribute to the family financially, especially in households where parents have invested heavily in their education.
- **Reasoning:** In many Indian households, there's a strong sense of duty toward family welfare. Parents may expect their children to repay the sacrifices they've made, particularly in middle- and lower-income families.
- **Impact on Children:** This can create pressure on children to choose "practical" careers, sometimes at the expense of personal passion or creative pursuits.

4. Marriage and Family Responsibilities

- **Expectation:** Marriage is often considered an important milestone in an Indian child's life, with parents expecting their children to marry within a certain age range, usually in their mid- to late twenties.
- **Reasoning:** Marriage is viewed as the next phase of life, ensuring family continuity and stability. Arranged marriages are still common, with parents playing an active role in choosing a spouse who fits within their cultural, religious, or socio-economic expectations.
- **Impact on Children:** This expectation can lead to pressure to marry at a specific time or to conform to traditional choices regarding whom to marry, especially when family values clash with personal preferences.

5. Cultural and Religious Continuity

- **Expectation:** Indian parents often expect their children to maintain cultural traditions and religious practices. This can involve participating in festivals, rituals, family gatherings, and observing religious customs.
- **Reasoning:** Culture and religion are central to the identity of many Indian families, and there's a desire to **pass down heritage** to future generations.
- **Impact on Children:** For children growing up in more globalized or Westernized environments, balancing these traditions with modern values can sometimes be challenging.

6. Hard Work and Perseverance

- **Expectation:** Indian parents emphasize the value of **hard work, perseverance, and resilience**. Children are expected to work diligently in their studies, careers, and personal lives.
- **Reasoning:** In India, competition is fierce, whether in education, careers, or other fields. Parents believe that **success comes from hard work**, and they expect their children to push through obstacles without giving up easily.
- **Impact on Children:** While this can build a strong work ethic, it can also create pressure to achieve success quickly, sometimes without giving enough room for failure or exploration.

7. Responsibility Toward Family

- **Expectation:** Indian parents expect children to maintain a sense of responsibility toward the family, especially in terms of looking after younger siblings, taking care of elderly parents, and contributing to household decisions.
- **Reasoning:** The family unit in India is often seen as interdependent, with each member expected to play a role in its well-being. In many cases, older children are expected to support their younger siblings both financially and emotionally.
- **Impact on Children:** This can place additional emotional and financial responsibility on children, particularly the eldest.

8. Personal Sacrifices for the Greater Good

- **Expectation:** Parents may expect their children to **make personal sacrifices** in the interest of the family. For example, putting their family's needs above their own ambitions or desires.
- **Reasoning:** The value of family first is strong in Indian culture. Sacrifices for the benefit of the family are seen as honorable and are expected, particularly in tight-knit family units.
- **Impact on Children:** While it fosters strong family bonds, this can sometimes result in children sacrificing personal dreams or delaying personal milestones.

9. Moral and Ethical Conduct

- **Expectation:** Parents expect their children to maintain **high moral standards**, including honesty, integrity, and respect for social norms. They are often expected to stay away from bad influences and behave in ways that uphold the family's reputation.
- **Reasoning:** Reputation and respect in the community are highly valued in Indian society, and parents expect their children to reflect these values in their behavior.
- **Impact on Children:** Children can feel constrained by these expectations, especially in modern contexts where individualism and personal freedom may clash with traditional norms.

10. Gender-Specific Expectations

- **Expectation:** In some Indian families, expectations can be gender-specific. Sons may be expected to carry the family name and look after parents in old age, while daughters may be expected to take care of household responsibilities and marry into a "good" family.
- **Reasoning:** Traditional gender roles still persist in many parts of Indian society, although this is changing in more progressive families and urban areas.
- **Impact on Children:** These expectations can create gender-specific pressures, with boys often expected to excel in careers and girls expected to balance personal aspirations with family roles.

11. Social Standing and Comparison

- **Expectation:** Many Indian parents expect their children to achieve a certain level of **social standing**, often by comparing them with their peers, relatives, or neighbors. This may include expectations around income, marriage, or academic achievements.
- **Reasoning:** Social comparison is deeply ingrained in Indian society, where parents often measure their children's success by comparing them with others.
- **Impact on Children:** This can lead to comparison anxiety, where children feel constantly pressured to meet or exceed the achievements of others, affecting their mental health.

12. Gratitude and Acknowledgment of Sacrifices

- **Expectation:** Parents expect their children to recognize the sacrifices they've made for their education and upbringing and to express gratitude by taking care of them in old age or fulfilling their

wishes.

- **Reasoning:** The idea of repaying the debt of upbringing is a common cultural sentiment. Parents expect children to give back to the family, whether through financial support or personal care in later years.
- **Impact on Children:** While it encourages close family ties, it can also create a sense of obligation and guilt, especially if children want to take a different path in life.

Indian parents generally expect their children to uphold family values, strive for academic and professional excellence, and balance personal aspirations with family responsibilities. While these expectations help shape a child's character, they can also create pressure, especially in a highly competitive and traditional environment.

THE ROLE OF INDIAN GOVERNMENT :-In creating sufficient job opportunities to meet the growing demand of its rapidly expanding workforce. These challenges are a combination of structural, economic, social, and policy-related failures. Here's a detailed look at some key reasons for the failure in creating ample job options:

1. Mismatch Between Economic Growth and Job Creation

- **Issue:** India has experienced significant economic growth in the last few decades, but this growth has not translated into proportional job creation. This phenomenon is referred to as "jobless growth."
- **Cause:** The sectors driving economic growth, like technology, finance, and automation-heavy industries, tend to be capital-intensive, not labor-intensive. As a result, these sectors do not generate as many jobs as traditional labor-intensive industries like agriculture or manufacturing.
- **Impact:** The majority of the workforce, especially those with low skill levels, remain unemployed or underemployed, as the industries that are booming do not absorb a large portion of the labor force.

2. Over reliance on Agriculture

- **Issue:** A large proportion of India's workforce is still employed in agriculture, despite the sector contributing less than 20% to the country's Gross Domestic Product.
- **Cause:** The agricultural sector remains overburdened due to a lack of employment opportunities in other sectors. Additionally, inefficient farming techniques, poor infrastructure, and inadequate access to modern technology have limited productivity growth in agriculture.
- **Impact:** Low agricultural productivity means that while the sector employs many, it does not generate sufficient income or sustainable livelihoods, leaving a large segment of the rural population underemployed or in low-wage jobs.

3. Lack of Skill Development

- **Issue:** There is a significant mismatch between the skills that job seekers possess and the skills required by industries. Many graduates and young workers do not have the skills needed for modern jobs.
- **Cause:** India's education system has traditionally been more focused on theoretical knowledge rather than practical, industry-oriented skills. Programs like Skill India have attempted to address this issue, but the reach and quality of vocational training remain inadequate.
- **Impact:** Even though there are job vacancies, many positions go unfilled because candidates lack the requisite skills. This skills gap prevents many job seekers from finding suitable employment, especially in industries like IT, manufacturing, and services.

4. Informal Sector Dominance

- **Issue:** A large percentage of India's workforce is employed in the informal sector, which includes unregistered businesses, daily wage labor, and self-employment. These jobs often lack stability, social security, and benefits.
- **Cause:** The informal sector has persisted due to complex labor laws, regulatory bottlenecks, and the difficulty small businesses face in complying with formal sector regulations. Moreover, the ease of starting informal businesses without the burden of paperwork and regulations makes it a go-to option for many.
- **Impact:** Informal jobs do not offer long-term security, regular income, or opportunities for career growth. This creates a cycle where workers remain trapped in low-wage, low-productivity jobs without the possibility of upward mobility.

5. Under-performance of Manufacturing Sector

- **Issue:** Despite ambitious government programs like "Make in India", the manufacturing sector has not expanded as expected.
- **Cause:** Policy inconsistencies, a slow approval process for setting up industries, infrastructure bottlenecks, and regulatory challenges (such as complex labor laws and land acquisition issues) have hampered the growth of the manufacturing sector.
- **Impact:** The lack of a thriving manufacturing sector has limited India's ability to create large-scale jobs, particularly for low- and semi-skilled workers, which is crucial for a country with a large workforce.

6. Automation and Technological Disruption

- **Issue:** The rapid rise of automation and artificial intelligence in industries has reduced the demand for low- and mid-skill jobs, particularly in sectors like manufacturing, IT, and even services.
- **Cause:** Businesses are increasingly adopting **automation** to cut costs and improve efficiency, which reduces the demand for human labor. While this boosts productivity, it leaves a significant chunk of the workforce redundant.
- **Impact:** While automation creates new opportunities in fields like data science, robotics, and AI, the majority of the workforce is not equipped to transition to these jobs, leaving many unemployed.

7. Youth Unemployment Crisis

- **Issue:** India's youth unemployment rate is alarmingly high, with a large percentage of educated young people struggling to find jobs that match their qualifications.
- **Cause:** A mismatch between the education system and industry requirements, coupled with the limited job creation in high-growth sectors, has left millions of young people without viable employment opportunities. Moreover, the rising competition for a few coveted government jobs adds to the problem.
- **Impact:** High levels of youth unemployment can lead to social unrest and create a "demographic burden" instead of the demographic dividend that India was expected to gain from its young population.

8. Rigid Labor Laws

- **Issue:** India's complex and often outdated labor laws make it difficult for companies to hire and fire employees flexibly, which discourages businesses from expanding their workforce.
- **Cause:** Labor laws are designed to protect workers but, in practice, they have made it expensive and risky for companies to hire new workers, especially in the formal sector. Businesses are reluctant to

take on new employees due to concerns over litigation and the costs of adhering to strict labor laws.

- **Impact:** This discourages formal job creation, particularly in industries like manufacturing, where flexibility in hiring is crucial for scaling up operations.

9. Bureaucratic Hurdles and Red Tape

- **Issue:** The **ease of doing business** in India has improved, but bureaucratic hurdles, such as obtaining permits, approvals, and land acquisitions, remain significant obstacles to new business ventures and industrial expansion.
- **Cause:** Despite initiatives aimed at streamlining processes, corruption, delays, and inefficiency within the bureaucracy continue to slow down job-creating investments.
- **Impact:** This has a particularly negative effect on small and medium enterprises, which are key to job creation. These businesses often struggle with compliance and face difficulties in scaling their operations, which limits their potential to generate new jobs.

10. Failure from State government schools in India

- **Issue:** state government school, colleges are also referred to as the backbone of India's economy, but they continue to face challenges that limit their growth and, by extension, their ability to create jobs.
- **Cause:** states are plagued by credit constraints, high taxes, and regulatory challenges. Despite government schemes many schools struggle to access sufficient capital.
- **Impact:** states school, faculties which could be major job creators, are unable to expand or hire more workers due to financial and regulatory constraints.

11. Inadequate Infrastructure Development

- **Issue:** Poor infrastructure, including roads, power supply, and internet connectivity, especially in rural areas, hampers industrial growth and the establishment of new businesses.
- **Cause:** While there have been significant improvements, infrastructure development is still lagging behind the needs of a growing economy. Inadequate infrastructure deters businesses from setting up operations in less developed regions.
- **Impact:** This limits job creation, particularly in rural areas, where the majority of India's population resides, pushing more people into agriculture or low-paying informal jobs.

The interference of Indian parents in the educational system -its a common phenomenon that stems from their deep involvement in their children's academic journey. While parental engagement can be beneficial, excessive interference often creates undue pressure on both students and educators, leading to a range of challenges. Here's a detailed exploration of how Indian parents interfere in the educational system and its impact:

1. Pressure for High Academic Performance

- **Nature of Interference:** Indian parents often place enormous pressure on their children to excel academically, particularly in board exams, entrance exams medical and other competitive exams. This pressure sometimes leads to parents demanding unrealistic expectations from both teachers and educational institutions.
- **Impact:** This leads to: Students experiencing stress and anxiety, Schools and teachers facing pressure to inflate grades or focus solely on exam preparation, often at the cost of holistic education.
- A culture where rote learning and memorization take precedence over creativity and conceptual understanding.

2. Preference for Specific Career Paths

- **Nature of Interference:** Many Indian parents have a strong preference for their children to pursue careers in fields like engineering, medicine, or government services. They often push schools and colleges to prioritize preparation for these career paths, sidelining arts, humanities, sports, and vocational subjects.
- **Impact:** The focus on a narrow range of career options limits students' exposure to diverse career choices. Schools and coaching centers become highly specialized in STEM subjects, marginalizing students who may have talents or interests in other areas. Students may be forced into academic tracks they are not passionate about, leading to disengagement and lack of fulfillment.

3. Demand for Private Tuition and Coaching Centers

- **Nature of Interference:** Indian parents often believe that **private coaching** and **extra tuition** are essential for their children's success, regardless of the quality of school education. In some cases, they push schools to align their curriculum with coaching centers or prioritize topics important for entrance exams.
- **Impact:** This creates a parallel education system where coaching centers become more influential than schools. **Students are burdened** with an overwhelming schedule that includes both school and private tuition, leaving little time for extracurricular activities or personal development. It perpetuates an **education system focused on exams** rather than learning, leading to a distorted view of education where passing exams is the ultimate goal.

4. Influence on Teachers and School Management

- **Nature of Interference:** Parents sometimes exert undue influence on teachers, expecting preferential treatment for their children, such as higher grades, extra attention, or leniency in discipline. In some cases, influential parents may pressure school management to make curriculum changes or alter school policies.
- **Impact:** Teachers may feel pressured to give in to parental demands, compromising their professional integrity and independence. School administrators face difficulties maintaining a balanced and fair educational environment when pressured by parents with specific demands.

5. Involvement in Subject Choices

- **Nature of Interference:** Parents often influence or dictate their children's choice of subjects, sometimes overriding the child's interests and aptitudes. This is particularly prevalent in senior secondary education (Class 11 and 12), where parents may insist on selecting **science or commerce** streams, even if the student is more inclined toward the arts or humanities.
- **Impact:** Students may be forced into academic paths that do not align with their skills or passions, leading to frustration and poor performance. Creativity and individuality in students are stifled as they conform to parental expectations rather than pursuing their own interests. The educational system becomes rigid, focusing heavily on "high-value" subjects rather than encouraging a broader spectrum of learning.

6. Fostering a Competitive Environment

- **Nature of Interference:** Indian parents often compare their children's performance with that of their peers, creating an environment of constant competition. This competitive mindset is projected onto schools, where parents may demand that the school focuses on rankings and percentile scores rather than overall development.
- **Impact:** This compounds pressure on students to not only perform well but also to outperform their

peers, leading to mental stress and unhealthy competition. Schools focus on academic achievement metrics, such as top ranks or board exam results, rather than fostering collaborative learning environments and well-rounded education. The joy of learning is lost as students become obsessed with grades and ranks.

7. Overemphasis on Exam Results and Ranks

- **Nature of Interference:** In many cases, Indian parents place disproportionate emphasis on **marks and ranks**, believing that these are the only indicators of success. They may insist that schools and teachers focus solely on **exam-oriented teaching**.
- **Impact:** This leads to a narrow focus on **exam preparation**, with students prioritizing short-term memorization over long-term understanding. The educational process becomes transactional, where the aim is to get high marks rather than develop critical thinking, problem-solving, and creativity. **Extracurricular activities**, creative projects, and social skills are often sidelined, reducing students' overall development.

8. Undermining of Teachers' Authority

- **Nature of Interference:** Some Indian parents undermine teachers' authority by questioning their decisions or interfering in classroom management. This may include questioning the grades given, requesting changes in teaching methods, or expressing dissatisfaction over minor issues.
- **Impact:** Teachers' authority is diminished when they are unable to enforce discipline or make educational decisions without parental approval. The student-teacher relationship is affected, as students may feel emboldened to disregard teachers' instructions if their parents are constantly questioning the teacher's authority. This leads to tension **between teachers and parents**, where the educational experience becomes teachers are forced to comply with parental demands rather than focusing on holistic education.

9. Expectation for Schools to Handle Everything

- **Nature of Interference:** Many Indian parents expect schools to handle not only academics but also discipline, extracurricular activities, and character development, often abdicating their own role in these areas.
- **Impact: Overburdening schools** with responsibilities. The lack of parental involvement in moral education or social development may hinder students from learning key life skills and values outside the academic sphere. This expectation can lead to unrealistic demands from schools to perform beyond their capacity, straining school resources and creating friction between parents and school administration.

10. Preference for Marks Over Skills

Nature of Interference: A common parental expectation is that success in education is directly linked to high marks. Parents tend to emphasize theoretical learning, neglecting practical skills and experiential learning.

NEED FOR AN AWARENESS OF SCHOOL, COLLEGE TEACHERS:

Teachers should understand: Awareness of Career Counseling and Future Readiness.

Current Situation: Many teachers in India still focus exclusively on academic content, often neglecting their role in helping students explore career options and prepare for the future. There is a gap in career counseling at both the school and college levels. The importance of guiding students to explore career pathways based on their skills and interests, not just societal or parental expectations. The future of work,

including skills needed for jobs that may not even exist yet, and the role of vocational training and entrepreneurship.

Awareness of Inclusive Education-Current Situation: In India, the concept of **inclusive education**—which aims to provide equal learning opportunities to students of all abilities, including those with disabilities or learning difficulties—is still evolving. Many teachers are unaware of how to support students with special needs. Teachers need to be aware of the diverse learning needs of students, including those with disabilities (physical, intellectual, sensory). How to modify their teaching methods to cater to differently-abled students. Cultural diversity and how it influences students' learning experiences.

Awareness of Global Education Trends-Current Situation: Indian teachers, especially in rural or less privileged areas, are often disconnected from global education trends such as project-based learning, inquiry-based education, or the rise of interdisciplinary teaching. Teachers must be familiar with: Global best practices in education. The shift towards 21st-century skills like creativity, collaboration, critical thinking, and communication. The growing importance of sustainability, citizenship, and global awareness in curricula.

Awareness of Student-Centered Learning-Current Situation: Indian classrooms often remain teacher-centrism, where the teacher is the sole source of knowledge, and students are passive receivers. However, the modern approach advocates for student-centered learning, where students take an active role in their education. Teachers need to understand: How to foster autonomy in students by encouraging them to take responsibility for their learning. The benefits of inquiry-based learning, project-based learning, and peer teaching. How to promote critical thinking and problem-solving skills.

AGE DISCRIMINATION IN THE TEACHING JOB: In India, due to mindset of corporate culture create a common issue that affects both young and older professionals, though the impacts vary depending on the colleges, role, and societal expectations. Here are the key dimensions of the age factor problem in India's job market:

1. Preference for Younger Workers

- **Entry-level Jobs:** Employers often prefer younger candidates for entry-level or junior roles, perceiving them as more energetic, adaptable, and open to lower salaries. Many job postings specify age limits (e.g., 30 years or below), especially in central government school like kendriya vidyalaya.
- **Learning and Adaptability:** Younger workers are seen as more adaptable to new technologies and trends. This leads to older candidates being viewed as less agile, especially in fields with rapid technological changes, like software development and digital marketing.

2. Challenges for Older Workers

- **Career Transitions:** People in their 40s and 50s often face difficulty switching careers or re-entering the job market after a break. They may be perceived as less able to learn new skills or adapt to modern work environments.
- **Cost Considerations:** Older professionals, particularly those in managerial or senior roles, may demand higher salaries due to their experience, which companies sometimes avoid by hiring younger, less expensive talent.
- **Technology Gaps:** With increasing digitization, companies often prioritize digital skills. Older professionals who may not be as proficient in emerging technologies sometimes find it hard to remain competitive.

3. Government Sector vs. Private Sector

- **Government Jobs:** In government and public sector roles, age limits are strictly enforced. There is an upper age limit for most positions, which varies depending on caste-based or other reservations. Typically, this ceiling is between 30 to 35 years for general category candidates, which excludes older individuals from applying.
- **Private Sector:** While the private sector is more flexible, certain industries like IT, finance, and consulting often impose informal age restrictions by preferring younger professionals.

4. Startups and Youth-Centric Workplaces

- **Youth Bias:** Startups in India are particularly known for hiring young professionals, often favoring people under 35. They tend to look for fresh graduates who they can mold according to their company's vision and working culture. Older workers may struggle to fit into the fast-paced, high-pressure environments that startups often represent.

5. Hiring Bias Against Young People

- **For Senior Positions:** At the same time, young professionals might face bias when applying for senior management roles, as they are perceived to lack the necessary experience, stability, and leadership qualities. Many senior roles require a minimum of 10-15 years of experience, limiting the opportunities for younger candidates to rise quickly through the ranks.
- **Skill Expectations:** Young candidates are expected to be multi-skilled, with degrees, certifications, internships, and soft skills to stand out. This puts pressure on recent graduates to meet high standards that may be difficult to achieve in a short time.

6. Social and Cultural Factors

- **Cultural Expectations:** In India, societal norms often tie age to wisdom, experience, and authority. This can lead to younger people being overlooked for leadership roles, as employers might feel more comfortable entrusting senior positions to older employees. On the flip side, it may also prevent younger employees from being taken seriously in their roles.
- **Family and Stability:** Older workers with family responsibilities are sometimes seen as less flexible or mobile, which may hinder their chances of getting roles that require relocation or long,

7. SURVEY RESULTS: Here are some key aspects of how teaching profession is viewed in India:

7.1 Low Status and Prestige-Perception of Teaching: Teaching is often perceived as a less prestigious profession compared to careers in engineering, medicine, or business. Many people view teaching as a fallback option for those who do not succeed in more sought-after fields.

Stereotypes: Teachers, especially in government schools, are sometimes stereotyped as having low ambitions or intellect. This stigma can discourage high-achieving students from pursuing teaching careers.

7.2 Financial Considerations-Pay Scale: Teaching, especially in public schools, is often associated with lower salaries compared to other professions requiring similar levels of education. This leads to a perception that teaching is not a financially rewarding career, dissuading many from entering the field.

Job Security vs. Financial Growth: While teaching positions in government schools may offer job security, the potential for financial growth and upward mobility is often limited, leading to the impression that teaching is not a viable long-term career option.

7.3 Workload and Stress-Underappreciated Effort: Many people do not recognize the effort and dedication involved in teaching. Teachers often work beyond school hours for lesson planning, grading,

and extracurricular activities, which contributes to the perception that the job is undervalued.

Bureaucratic Challenges: Teachers in public institutions often face bureaucratic hurdles, limited resources, and lack of support, leading to a negative image of the profession as being fraught with challenges and frustrations.

7.4 Job Availability and Competition-Limited Opportunities: The competition for teaching jobs, especially in government schools, is fierce, with a limited number of positions available compared to the number of qualified candidates. This perception of scarcity can lead to the belief that teaching is not a reliable career path.

Preference for Private Institutions: Many parents and students believe that teaching in private schools is more desirable due to better facilities and pay, leading to a judgment that government school teachers are less competent or dedicated.

7.5 Parental Influence and Societal Expectations-Parental Aspirations: Parents often prioritize careers that are deemed more prestigious, such as engineering or medicine, and may discourage their children from considering teaching as a viable career option.

Cultural Bias: In some cultures, there is an inherent bias toward valuing technical or professional careers over teaching, which can lead to judgment against those who choose to become educators.

7.6 Impact on Recruitment and Retention-Quality of Candidates: Due to the judgmental attitudes towards the profession, many qualified individuals may opt for alternative career paths, leading to a shortage of quality educators. This can impact the overall quality of education and perpetuate the cycle of under-appreciation for teaching.

Burnout and Turnover: The negative perceptions surrounding teaching can contribute to high levels of stress and burnout among educators, leading to turnover and further exacerbating the existing issues in the profession.

To get a better understanding of what Indian parents expect from their children and conducted a survey of 130 Indian parents. The results of the survey are as follows:

- Obedience: 96% of parents said that they expect their children to be obedient.
- academics: 95% of parents said that they expect their children to excel in school.
- good marriage: 80% of parents said that they expect their daughters to marry a well-educated and successful man from a good family.
- Financial success: 81% of parents said that they expect their sons to be financially successful.
- Taking care of the family: 77% of parents said that they expect their sons to take care of their families, both financially and emotionally.
- Carrying on the family name: 75% of parents said that they expect their sons to carry on the family name.

Indian parents have these expectations-There are a number of reasons why Indian parents have these expectations for their children. One reason is that Indian culture places a high value on family and tradition. Indian parents want their children to be successful and to uphold the family's honor. Another reason is that Indian parents want their children to have a better life than they did. They believe that education and financial success are essential for a good life.

What do Indian children think about their parents expectations-Indian children may have different opinions about their parents' expectations. Some children may agree with their parents' expectations and feel motivated to meet them. Other children may disagree with their parents' expectations and feel

pressure to meet them. It is important for parents to communicate with their children and to understand their needs and desires.

8. CONCLUSION

Judgmental thinking about teaching jobs in India is shaped by various cultural, economic, and societal factors that contribute to the profession's perceived low status. Overcoming these biases requires collective efforts from educational institutions, government, and society to recognize and promote the value of teaching as a noble and impact profession. Improving the working conditions, pay scales, and respect for teachers can help shift perceptions and attract more talented individuals to the field of education. Age discrimination in India's job market is a multifaceted issue affecting both young and older workers. While older workers face challenges related to technology and perceived inflexibility, younger workers struggle to meet the high expectations for entry into senior roles. Overcoming this bias requires policy changes, cultural shifts, and efforts from both employers and job seekers to embrace diverse age groups in the workplace. Balancing parental expectations with the goals of the educational system is critical for creating a healthy, productive environment where students can thrive academically and personally. This requires a collaborative approach where parents, teachers, colleges and schools work together with a shared vision of student success.

Discrimination problem of Teacher's age can be solve by -

- **Reskill and Update skill:** Government initiatives and private sector programs that focus on training workers of all ages in new skills and technologies can help bridge the gap between different age groups.
- **Inclusive Hiring Practices:** Promoting age diversity in the workplace by removing age limits in job advertisements and fostering an inclusive culture that values experience and innovation equally can help.
- **Job Flexibility:** school,colleges can adopt flexible work arrangements, allowing older professionals to contribute their skills without the pressure of full-time, fast-paced environments.

Balancing parental expectations with educational objectives requires a collaborative, well-structured approach where parents are engaged, informed, and respected, but not allowed to overwhelm the educational process. Schools and teachers must set clear boundaries, promote holistic development, and encourage parents to take a supportive, rather than controlling, role in their children's education. The bottom line is that the colonial mindset is holding India back and preventing it from becoming a truly global superpower.

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