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TÍTULO: El estudio del proceso de integración de la educación y la esfera productiva en las condiciones de la política de migración regional adaptativa.

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RESUMEN: La relevancia del estudio del papel de la integración de las esferas educativa y productiva se debe a la falta de soluciones a muchos problemas relacionados. Entenderemos la "integración" como el resultado de la transformación de los mercados laborales y los servicios educativos en un sistema único e integrado en el cual sus partes son coordinadas e interdependientes sobre la base de objetivos e intereses comunes. El objetivo de este trabajo es estudiar los problemas de integrar la educación en la producción en el contexto de una política de migración regional adaptativa. Para determinar el nivel de inclusión de los graduados en el proceso de producción, se realizó un estudio entre los estudiantes del Instituto Yelabuga de KFU.

PALABRAS CLAVES: integración de las esferas de producción educativa, política migratoria, inclusión de egresados.

TITLE: The study of the process of integration of education and production sphere in the conditions of Adaptive Regional Migration Policy.

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ABSTRACT: The relevance of the study of the role of integration of the educational and production spheres is due to the lack of solutions to many related issues. We shall understand “integration” as the result of the transformation of labor markets and educational services into a single, integrated system in which its parts are coordinated and interdependent on the basis of common goals and interests. Objective of this paper is to study the problems of integrating education into production in the context of an adaptive regional migration policy. To determine the level of inclusion of graduates in the production process, a study was conducted among students of the Yelabuga Institute of KFU.

KEY WORDS: integration of the educational production spheres, migration policy, inclusion of graduates.

INTRODUCTION.

Achieving the high rates of social and economic development set today for society and the state cannot be imagined without the integration of vocational education into production. The solution of many issues related to the integration of the educational and production spheres is associated with an adaptive regional migration policy (Merzon & Askhadullina, 2016; Osadchy & Akhmetshin, 2015).

The university system of education, of course, must prepare the student for the upcoming labor activity. However, not always the professional preparation of students is able to take into account the specifics of the production sphere, let alone to prepare for the employment process. This process becomes more complicated for those who get their profession abroad.

Integration of the education received into the sphere of production has many aspects, among which the main are the problems of adaptation to a new socio-cultural environment, to new working conditions, to a new way of life. All these problems will require additional costs associated with mastering the necessary skills. In addition, such training is necessary for university graduates to eliminate the distance between theoretical training and real working reality (Zubok, & Chuprov, 2012; Dmitriev & Piadukhov, 2011).

Since 01.01.2014, foreign citizens and stateless persons studying in the Russian Federation at intramural professional educational organization or educational organization of higher education in the main professional educational program with state accreditation receive broader rights to work in the territory of the Russian Federation. Article 13.4 of Federal Law No. 115-FZ of 25.07.2002 "On the Legal Status of Foreign Citizens in the Russian Federation" is intended to regulate their labor activity (the Federal Law "On the Legal Status of Foreign Citizens in the Russian Federation").

Most scientific sources consider integration as the result of the transition of educational services and labor markets into a cohesive and unified system, coherent and interdependent on the basis of common goals and interests.

Objective of this paper is to study the problems of integrating education into production in the context of an adaptive regional migration policy.

The achievement of this goal is connected with the solution of the following tasks: to study the current state of integration of vocational education and production in the region; to identify the main mechanisms for successful integration.

Thus, the conducted research allows us to draw a conclusion that there are a number of problems of adaptation of students of migrants in the process of their education at high school. It is necessary to create an innovative system for building relationships between migrants and employers with the following units: the educational center-the enterprise-customer-state. The main advantage of the

new model of adaptive regional migration policy is openness for dialogue and communication and the opportunity for self-organization and self-education of migrant students to create a quality labor potential, both among their citizens and migrants.

A great contribution to the process of formation and development of the definition of migration in Russia was made by such scientists as V. Volokh, O. Vorobieva, S. Gradirovskii, V. Malakhov, B. Mezhuev, L. Rybakovskii, P. Shchedrovitskii. D. Valente, O. Vendina, A. Larin, S. Pereslegin, and L. Rybakovskii considered various typologies of migrations in their works.

Iu. Arutiunian, V. Iontsev, R. Kostin, V. Mukomel, A. Sungurov devoted their works to the study of problems of adaptation and integration of migrants in Russia.

A significant contribution to the development of the theory of migration, in the formation of its basic postulates, was made by A. Aleinikoff, C. Brettel, G. Goodwin-Gill, V. Zelinskii, J. Zipf, A. Inkels, M. Kritz, J. Massey, E. Ravenshtein, A. Richmond, S. Stauffer, J. Hollyfield.

Among the works related to the evaluation of the quality of the human capital of migrants are those by the researchers D. Weil, K. Gatman, K. King, R. Lukash, G. Mankiv, D. Romer, W. Schoenberg. The mechanism of rendering assistance to migrants in modern Russia begins to form since 1993. The state acts as the main guarantor of the protection of migrants' rights. The tasks of implementing the state migration policy are assigned primarily to employment services, social protection agencies, pension funds, civil society institutions, social services for family and children (International Education Studies, 2015).

The migration policy, encompassed in the migration legislation, contains such basic social directions of protection of foreign citizens in our country as (Kliucharev & Mukomel, 2008; Vasilev et al., 2016):

- Social services and social security.
- Medicinal assistance and medical services.

- Provision of food and temporary shelter.
- Vocational training and assistance in employment.
- Assistance to migrant children in joining educational organizations.

According to Part 1 and 2, Art. 27 of the RF Constitution, legal migrants in our country have the right to freedom of movement and choice of place of residence. At the moment there are over 30 federal laws of Russia, which regulate relations in the sphere of migration processes.

DEVELOPMENT.

Methods.

The theoretical basis of the research was the results of fundamental scientific works of leading domestic and foreign scientists who devoted their works to the issues of effective operation of the enterprise.

The methodological basis of the study is a dialectical method, a systematic approach to the analysis of the studied facts and phenomena. The research is based on a wide use of methods of analysis and synthesis, systematic and complex, comparative analysis, factor analysis, as well as methods of structural-functional, statistical analysis, methods of mathematical modeling and econometrics. These methods have been used in various combinations at different stages of the study, depending on the goals and tasks to be solved, which undoubtedly contributed to ensuring the reliability of the analysis and validity made by the authors of the conclusions.

The normative legal acts of the Russian Federation, publications in the periodicals, databases of the federal service of state statistics and its territorial body for the Republic of Tatarstan, the results of statistical and sociological research in Russia and abroad, information materials of information and analytical agencies, and also materials of scientific seminars and scientific and practical conferences, resources of the Internet information system, materials of information and legal systems Garant and ConsultantPlus served as the empirical basis.

To determine the level of inclusion of migrant graduates in the production process, a study was conducted among students of the Yelabuga Institute of KFU in 2016/2017 academic year. The author's questionnaire was used to study the problems of adaptation of foreign students in the university, to study the difficulties that arise in the training process and the level of their awareness of migration policy.

Results.

To determine the level of inclusion of migrant students in the production process with students of the 1st - 4th academic year, a questionnaire was conducted at the end of the academic year. The essence of the survey was to find out the level of inclusion of migrant students in the production process.

Student survey revealed the following:

1. Gender composition of the participants: men 83.3%, women 16.7%.

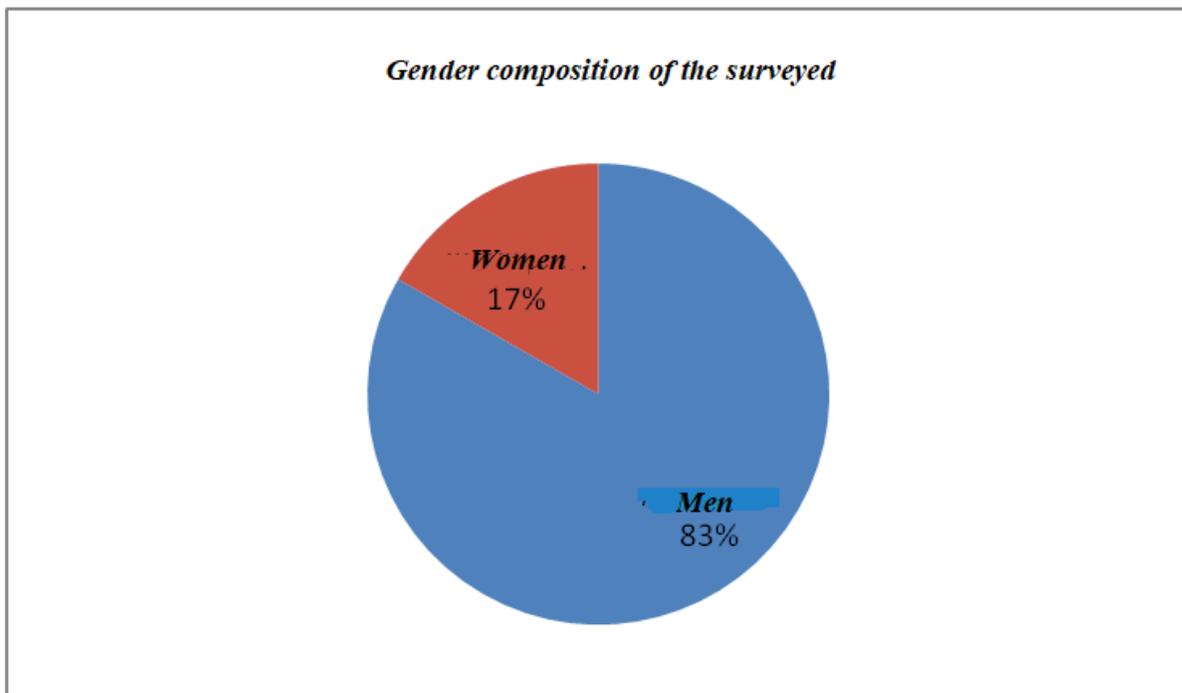


Figure 1. Gender composition of the surveyed students.

As can be seen in Figure 1, the distribution of migrant respondents by gender was in favor of men.

2. The level of education and well-being of the parental family has a strong enough influence on the adaptation of foreign students in the university. Among the foreign students, who participated in our study, fathers of 58.3% of the students and mothers of 41.7% of the students are college-educated; every fourth student's parents are high-school-educated.

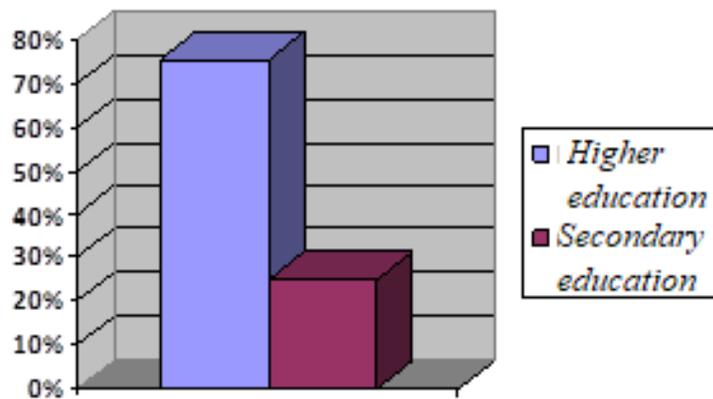


Figure 2. The level of parent's education.

At the same time, in terms of employment, 41.7% of students noted the status of their parents as "father works, mother does not work"; 33.3% of the students have both working parents.

3. In general, foreign students are familiar with the social aspects of supporting migrants in the migration legislation of Russia. Most of all, migrant students are familiar with this aspect of migration policy, such as vocational training and assistance in employment (58.3%); 25% are familiar with the specifics of obtaining medical and medicinal care for migrants in Russia; only 16.7% are familiar with the issues of social security and social services. These data indicate that most foreign students have significant gaps in the knowledge of Russia's migration legislation.

As for the level of attractiveness of the chosen region, the respondents gave the following answers: the possibility of getting a profession in Tatarstan (58.3%); the confessional diversity of the region was noted as an attractive by 25% of migrant students; 16.7% of students noted a tolerant attitude of the majority of the population to visiting citizens.

91.7% of migrant students in certain cases have a cultural barrier that hinders the successful involvement in various types of educational, cultural, leisure and professional activities. They see the reason for this problem in the fact that migrants for the most part do not speak or speak little Russian, as every fourth student thinks. Therefore, 75% of the participants in the study consider it necessary for foreign students to study additionally Russian at the university.

Despite the fact that 66.7% of foreign students receive the necessary assistance from university teachers, one of three students receive such assistance only sometimes. At the same time, most foreigners noted that they have friends among Russian students (83%) and the educational environment in the university consider all 100 participants in the survey to be comfortable. Despite the difficulties in learning and understanding the educational material, most migrant students try not to miss classes (91.7%).

An indicator of how difficult it is for foreign students in a foreign country is that 58.3% of the respondents noted that they were in conflict situations with the local population.

Undoubtedly, participation in various extracurricular activities of the university allows not only uniting student groups, but also better understanding the culture, values, features of the life of the country in which students from another country live. However, only 58.3% of students noted that they took part in organizing various competitions, parties, festivals, national holidays.

Among the problems that adversely affect education process, 25% of students noted low material level and substandard living conditions. Almost all students (91.7%) noted material dependence on their parents. Every fourth foreign student noted the existence of a moral and psychological

problem: a feeling of oppression, fright, unbalance, anxiety, apathy. At the heart of this state lies the concern of 33% of survey participants that migrant students do not always fully and adequately understand the educational material in the university.

Foreign students have many expectations connected with higher education in Russia. Every second of them believes that the received higher education in Russia will significantly increase their material security and social status in their homeland. However, none of the survey participants could say that he/she has experience of employment in the city, which they need to form professional competencies and improve their financial situation. Therefore, 75% of foreign students want to get employment assistance for their studies at the university, and 66.7% plan to stay in Russia after graduation from the university.

Discussion.

In a postindustrial society, the efficiency of investing in the human capital of migrants is much higher than the investment in their physical capital. It is natural that the level of risk is higher. There are several reasons for this. First of all, the illiquidity of investments in the human capital of migrants when a migrant worker leaves for another company (losses of funds invested).

The specificity of the return of the human capital of migrants, unlike the physical one, lies in the fact that with equal investments, it (return) can differ substantially. Because it depends, in part, on the personal qualities of the migrant worker, his/her natural abilities, professional skills, personal interests and goals. The dynamics of capital output directly affects the duration of migrant work. The duration and quality of investments in replenishment, renewal of knowledge, maintenance and strengthening of health of migrant workers not only provide high returns for the moment, but also increase the time period for obtaining high income of manufacturing enterprises.

This is evidenced by the fact that a sharp decline in investment in the economy in the 1990s reflected on the decline in the volume of not only expanded, but simple reproduction of fixed assets. It was accompanied by physical and moral aging of machinery and technology, and also, naturally, by deterioration in all determining parameters of human capital (worsening working conditions, stressful situations, downtime of equipment, reduced professionalism, industrial injuries). Human and physical capital act together in the production process.

The most skilled migrant worker without elementary means of production is unable to produce products, as well as physical capital by itself cannot function in complete autonomy from a person. The development of means of production requires a more skilled migrant labor force. Increasing the level of human capital of migrants creates the prerequisites for modernization and increase in the number of means of production.

Thus, it is the global financial crisis and economic sanctions that will, to a certain extent, help the Russian economy, make it function more rationally, help build up domestic production, which needs a large number of workers. The internal labor market is unable to meet all production needs. In this case, the missing labor vacuum will be closed by migrant workers. Thanks to this, production organizations will need to think about investing in the human capital of a migrant worker who will contribute to the growth of their social capital, which manifests itself in increasing confidence in the state as a legal institution, in developing and observing moral norms, and in understanding the rules in force for everyone participant of the work field.

The mechanism of rendering assistance to migrants in modern Russia begins to form since 1993. The state acts as the main guarantor of the protection of migrants' rights. The tasks of implementing the state migration policy are assigned primarily to employment services, social protection agencies, pension funds, civil society institutions, social services for family and children (Lebedeva & Tatarko, 2009).

The migration policy, encompassed in the migration legislation, contains such basic social directions of protection of foreign citizens in our country as (Kliucharev & Mukomel, 2008; Gapsalamov et al., 2016):

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CONCLUSIONS.

Modern personnel policy ensures the most effective use of migrant labor by the production organizations, makes their employees interested in this type of activity. Many production organizations consider investing in the human capital of migrants as risky, since there is a possibility of migrants who have already been trained to migrate to another organization, nevertheless, most organizations invest in the human capital of migrant workers, which allows providing income in the future.

When considering the prospects for the development of domestic manufacturing enterprises, it should be noted as the most important problem of the transition of the Russian economic system of industrial type with the priority development of the raw material factor to an innovative economy based on knowledge and related to the development of knowledge-intensive industries. It is obvious, that at the first stage, it is the domestic production enterprises that cannot do without workers, including the migrant ones.

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