

CURRICULUM

Valid from academic year 2025-2026

Faculty:	Faculty of Sociology and Psychology
Study cycle:	Master
Name of the master's degree program:	International Migration and Global Social Change
Name of the qualification¹ acquired after graduation from the program:	Specialist in international migration and global social change
Duration of studies (in years):	2
Form of education:²	Full-time education (FE)
Language:	English language
Geographical location of your studies:	Timisoara, Romania
Framing the study program in science fields	
Fundamental domain:	Social sciences
Branch of science:	Sociology
Master's degree:	Sociology
<u>Broad</u> field of study (according to DL-ISCED F-2013):	03 - Social sciences, journalism and information
Name of the <u>narrow</u> field of study (according to DR-ISCED F-2013):	031 - Social and Behavioral Sciences
<u>Detailed</u> field of study (according to DDS-ISCED F-2013):	0314 - Sociology and Cultural Studies

¹ *Qualification (qualification)* is the formal outcome of an assessment and validation process, which is obtained when a competent body/authority determines that a person has achieved learning outcomes corresponding to predetermined standards. Qualifications acquired by graduates of higher education study programs are attested by diplomas, certificates and other evidence of qualifications issued only by accredited higher education institutions.

² Full-time education (IF) or part-time education (IFR)

OVERVIEW OF THE STUDY PROGRAM

1. Mission of the study program³

The International Migration and Global Social Change Master's degree program aims to make a significant contribution to the training of highly qualified specialists with a complex, comprehensive and inter-disciplinary understanding of international migration phenomena and their impact on societies in a global context. The program aims to train professionals who are able to analyze the causes, consequences and policies associated with migration and to contribute to the understanding of the social and cultural changes it generates. Such a program will approach international migration from different perspectives: sociological, political, economic, economic, legal, anthropological and cultural.

The objectives of the Master's program include: understanding international migration processes, studying the causes and dynamics of migration at global and local levels; exploring the impact of migration from a transnational perspective, analyzing policies of inclusion and combating discrimination and racism; facilitating knowledge of international and European policies related to inclusion and guarantee of rights, as well as of legislation related to international protection and asylum. The program also aims to promote reflection on the media and political discourses on international migration and knowledge of the legal framework on human rights.

³ *The mission and objectives of the study program must be in line with the mission of the West University of Timisoara and with the requirements identified on the labor market.*

According to the University Charter (Article 5), **the overall mission of the UVT is advanced scientific research and education, generating and transferring knowledge to society** by:

a) scientific research, development, innovation and technology transfer, through individual and collective creation, in the fields of science, engineering, literature, arts, ensuring physical and sports performance and development, as well as capitalizing and disseminating their results;

b) initial and continuing training, at university level, with the aim of personal development, employability and meeting the skills needs of the socio-economic environment.

UVT assumes its own mission as a catalyst for the development of Romanian society by creating an innovative and participatory environment of scientific research, learning, cultural and artistic creation and sports performance, transferring skills and knowledge to the community through education, research and consulting services that it offers to partners in the economic and socio-cultural environment.

The realization of the mission of the UVT is concretized in (*Article 6 of the UVT Charter*):

- promoting scientific research, literary and artistic creation and sporting performance;
- initial and continuous training of qualified and highly qualified human resources;
- developing the critical thinking and creative potential of members of the university community;
- creating, treasuring and disseminating the values of human culture and civilization;
- promoting multicultural, plurilingual and interfaith interferences;
- the affirmation of Romanian culture and science in the world circuit of values;
- the development of Romanian society within a free and democratic state based on the rule of law.

The International Migration and Global Social Change Master's degree programme aims to develop skills to understand and manage humanitarian crises and conflicts; to prepare students for careers in international organizations such as the UN, UNHCR, IOM, European institutions, governments, public administration, local non-governmental organizations and academia.

The main goal of this study program is integrated with the mission of the West University of Timisoara to create a strong academic community and a participatory environment that promotes and transfers to the community skills and knowledge that value diversity, multicultural and plurilingual interferences. The program supports a human rights and social equity approach, preparing students to actively contribute to public policy, support social inclusion and develop innovative solutions to the challenges associated with cultural diversity and demographic change.

2. Expected competences and learning outcomes formed within the study program

A. COMPETENCES⁴

Key competences:⁵

CC1. Personal and social competences

CC2. Science competences

CC3. Digital competences

Professional competences:⁶

CP1. Analyze community needs - Identify and respond to specific social problems in a community, delineating the extent of the problem and outline the level of resources required to address it and identifying the existing community assets and resources that are available to address the problem.

⁴ *Competence* is the demonstrated ability to select, combine and make appropriate use of personal, social and/or methodological knowledge, skills and abilities and other acquired values and attitudes, for the successful resolution of a given set of work or learning situations, and for professional or personal development in an effective and efficient way.

⁵ [The key competences for lifelong learning](#) are those competences that all citizens need for personal fulfilment and development, employment, social inclusion and active citizenship, and are developed in a lifelong learning perspective, starting from early childhood and throughout adult life, through formal, non-formal and informal learning.

⁶ *Occupational competences* are the ability to perform the activities required in the workplace to the level of quality specified in the occupational standard. They are acquired formally, i.e. by completing a program organized by an accredited institution.

CP2. Work within communities - Establish social projects aimed at community development and active citizen participation.

CP3. Perform scientific research - Gain, correct or improve knowledge about phenomena by using scientific methods and techniques, based on empirical or measurable observations.

CP4. Liaise with local authorities - Maintain the liaison and exchange of information with regional or local authorities.

CP5. Provide improvement strategies - Identify root causes of problems and submit proposals for effective and long-term solutions.

CP6. Advice on economic development - Advise organisations and institutions on the factors and steps they could take which would promote and ensure economic stability and growth.

CP7. Maintain relationships with government agencies - Establish and maintain cordial working relationships with peers in different governmental agencies.

CP8. Manage government policy implementation - Manage the operations of the implementation of new government policies or changes in existing policies on a national or regional level as well as the staff involved in the implementation procedure.

CP9. Analyse irregular migration - Analyse and assess the systems which are involved in organising or facilitating irregular migration in order to develop strategies to end irregular migration and sanction those facilitating it.

CP10. Develop immigration policies - Develop strategies for improved efficiency in immigration and asylum procedures, as well as strategies aiming to end irregular migration and establishing sanctions for those facilitating irregular migration.

CP11. Advise on legislative acts - Advise officials in a legislature on the propositioning of new bills and the consideration of items of legislation.

CP12. Builds community relations - Establish affectionate and long-lasting relationships with local communities, e.g. by organising special programmes for kindergarden, schools and for dissabled and older people, raising awareness and receiving community appreciation in return.

CP13. Carry out strategic research - Research long term possibilities for improvements and plan steps to achieve them.

CP14. Manage budgets - Plan, monitor, report on the budget and prepare set production budgets.

CP15. Identify sources on potential target communities for art - Identify relevant sources of information relating to a potential community you could work with.

CP16. Perform resource planning - Estimate the expected input in terms of time, human and financial resources necessary to achieve the project objectives.

Transversal competences:⁷

⁷ *Transversal competences* represent the value and attitudinal acquisitions that go beyond a specific field/program of study and are expressed by the following descriptors: autonomy and responsibility, social interaction, personal and professional development.

a) Personal competences:

CT1. Create solutions to problems - Solve problems which arise in planning, prioritising, organising, directing/facilitating action and evaluating performance. Use systematic processes of collecting, analysing, and synthesising information to evaluate current practice and generate new understandings about practice.

CT2. Build international relations - Build positive communication dynamics with organisations from different countries in order to build a cooperative relationship and optimise information exchange.

CT3. Conduct public presentations - Speak in public and interact with those present. Prepare notices, plans, charts, and other information to support the presentation.

CT4. Ensure information transparency - Ensure that required or requested information is provided clearly and completely, in a manner which does not explicitly withhold information, to the public or requesting parties.

b) Interpersonal competences:

TC5. Maintain relations with local representatives - Maintain good relations with representatives of the local scientific, economic and civil society.

CT6. Build trust - Express intentions and behaviour in a coherent and transparent manner, inviting reciprocity and establishing the grounds for a trusting and reliable connection between people and teams.

c) Global citizenship competences:

CT7. Show intercultural awareness - Show sensibility towards cultural differences by taking actions which facilitate positive interaction between international organisations, between groups or individuals of different cultures, and to promote integration in a community.

CT8. Promote human rights implementation - Promote the implementation of programs which stipulate agreements, binding or non-binding, concerning human rights in order to further improve efforts to decrease discrimination, violence, unjust imprisonment or other human rights violations. As well as to increase efforts to improve tolerance and peace, and better treatment of human rights cases.

B. EXPECTED LEARNING OUTCOMES⁸

a) Knowledge⁹ - According to *the European Qualifications Framework (EQF)*, the learning outcomes of **level 7 qualifications**, corresponding to master's level studies, require *highly*

⁸ *Learning outcomes* are statements that refer to what a learner knows, understands and is able to do at the end of a learning process and are defined as knowledge, skills, responsibility and autonomy.

⁹ *Knowledge* is the result of assimilating information through learning. Knowledge is the body of facts, principles, theories and practices related to a particular field of work or study. Knowledge is described as theoretical and/or

*specialized **knowledge** and critical awareness, some of which is at the forefront of knowledge in a field of work or study, as a basis for original thinking and/or research:*

- R1. Familiarization with community needs assessment methods.
- R2. Understanding socio-economic challenges specific to migrant communities.
- R3. Knowledge of diverse community dynamics and structures.
- R4. Understanding community mobilization and engagement methods.
- R5. Knowledge of advanced research methods in social sciences.
- R6. Familiarization with migration relevant databases and sources.
- R7. Understand the role of local authorities in managing the problems of migrant communities. and access to public or private resources and services.
- R8. Knowledge of methods of collaboration between levels of government.
- R9. Identify gaps in current local and international policies and practices.
- R10. Understanding the principles of sustainable problem solving.
- R11. Understanding the causes of migration, analyzing the role of conflicts and climate change in forced population displacement, as well as the impact of migration on economic growth.
- R12. Knowledge of economic development programs and policies adapted to migration.
- R13. Knowledge of the roles and responsibilities of government agencies relevant to migration.
- R14. Understand the importance of inter-institutional cooperation for migration management at national and international level.
- R15. Knowledge of administrative processes to implement public policies.
- R16. Understanding change management in government institutions.
- R17. Understand the drivers of irregular migration at national and global level.
- R18. Knowledge of the mechanisms used by human trafficking and smuggling networks.
- R19. Familiarization with the international legal framework on immigration and asylum.
- R20. Understand the socio-economic implications of migration on host countries with an in-depth knowledge of the social changes due to migration in the Maghreb region, the Middle East, South East Asia and Eastern Europe.
- R21. Familiarization with the legislative process and legislative drafting techniques.
- R22. Understand the legal implications of legislative acts on vulnerable groups.
- R23. Knowledge of techniques for building trusting relationships with local communities.
- R24. Understanding cultural diversity and specific community needs.
- R25. Understand methods for systematic problem analysis.
- R26. Knowledge of prioritization and strategic planning techniques.
- R27. Familiarization with models of international collaboration and intercultural exchange.
- R28. Understand international networking principles and partnership mechanisms.

factual. Knowledge is expressed by the following descriptors: knowing, understanding and using specific language, explaining and interpreting.

- R29. Knowledge of the rules and standards for the management and disclosure of public information.
- R30. Understand the importance of transparency in building public trust.
Familiarization with local structures and their roles in community development.
- R32. Understand the dynamics of the relationship between science, business and civil society.
- R33. Knowledge of the psychosocial mechanisms involved in building trust.
- R34. Understand the importance of transparency and coherence in professional relations in local and international contexts
- R35. Understand cultural differences and their impact on social interactions.
- R36. Familiarization with strategies to integrate and promote cultural diversity.
- R37. Familiarization with international human rights treaties and regulations.
- R38. Understand mechanisms for reducing discrimination and violence in different contexts.
- R39. Knowing the expectations and interests of the target audience in order to make public presentations.
- R40. Thorough understanding of the information presented in order to answer questions and convey the message clearly to the audience.
- R41. Knowledge of applied research methods for assessing long-term development opportunities.
- R42. Understand the stages of strategic planning and the tools needed to implement it.
- R43. Familiarization with the basic principles of accounting and financial management.
- R44. Understand budget planning, monitoring and reporting procedures.
- R45. Understand methods for identifying and assessing potential target communities for cultural and artistic activities.
- R46. Familiarization with sources of data and information relevant for community analysis.
- R47. Knowledge of methods for estimating the resources needed to carry out a project.
- R48. Understand processes for allocating and monitoring human, financial and time resources

b) Skills¹⁰ - According to the *European Qualifications Framework (EQF)*, the learning outcomes of **level 7 qualifications**, corresponding to master's level studies, require *specialized skills for solving research and/or innovation problems, developing new knowledge and procedures and integrating knowledge from different fields*:

- R49. Identify available resources and formulate solutions to community problems.
- R50. Organization of projects and initiatives promoting community development.
- R51. Develop innovative research projects contributing to the understanding of migration.

¹⁰ *Skill* is the ability to apply and use knowledge to accomplish tasks and solve problems. Skills are described as either cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments). Skills are expressed by the following descriptors: application, transfer and problem solving, critical and constructive reflection, creativity and innovation.

- R52. Capacity to build functional partnerships with local authorities to respect rights and combat racist speech and discrimination.
- R53. Develop innovative strategies to improve existing processes.
- R54. Develop recommendations for organizations on stimulating the economy through migration.
- R55. Develop and maintain effective working relationships with government and international counterparts.
- R56. Ability to coordinate operations and supervise staff involved in implementation.
- R57. Ability to analyze data and assess systems involved in illegal migration.
- R58. Capacity to develop strategies to streamline migration and asylum processes.
- R59. Ability to formulate clear and well-grounded legislative recommendations.
- R60. Organize programs to support collaboration and social inclusion.
- R61. Ability to evaluate current practices and propose innovative solutions to complex problems.
- R62. Ability to communicate effectively with international organizations and manage bilateral or multilateral cooperation.
- R63. Ability to structure and present required information in a clear and accessible way.
- R64. Capacity to develop strategic partnerships and support collaboration between local stakeholders.
- R65. The ability to communicate intentions clearly and act consistently to inspire confidence.
- R66. The ability to facilitate positive interactions between individuals and groups from different cultures.
- R67. Capacity to develop and implement programs that support the implementation of human rights.
- R68. Use verbal and non-verbal language to capture the attention and maintain interest.
- R69. Ability to formulate evidence-based strategies and plan operational steps to achieve long-term objectives.
- R70. Ability to allocate financial resources efficiently and to monitor budget execution to respect set limits.
- R71. Ability to collect and analyze information about communities to support decision-making in cultural projects.
- R72. Ability to plan and manage resources to meet project deadlines and objectives.

c) Responsibility and Autonomy¹¹ - According to *the European Qualifications Framework (EQF)*, the learning outcomes for **level 7 qualifications**, corresponding to master's level studies, involve *managing and transforming work or learning situations that are complex, unpredictable*

¹¹ *Responsibility and autonomy* means the learner's ability to apply knowledge and skills autonomously and responsibly.

and require new strategic approaches, by taking responsibility for contributing to professional knowledge and practice and/or reviewing the strategic performance of teams:

- R73. Implement initiatives that effectively address the needs of vulnerable communities
- R74. Creating an enabling environment for active citizen participation
- R75. Publish research results in an ethical and transparent way, contributing to the field.
- R76. Promote collaboration between local communities and authorities for effective integration.
- R77. Implement the proposed solutions in an efficient and sustainable way.
- R78. Promote sustainable economic development, taking into account migration flows.
- R79. Facilitate coordination and communication between political and social actors to implement migration policies.
- R80. Ensure effective and ethical implementation of adopted policies.
- R81. Develop strategies to combat irregular migration, ensuring respect for fundamental rights.
- R82. Promote equitable policies that respect human rights principles.
- R83. Support legislators in drafting laws that protect migrants' rights.
- R84. Promote well-being and strengthen long-term relationships with communities.
- R85. Implement sustainable and well-documented problem-solving processes.
- R86. Promote international relations that support information exchange and joint initiatives.
- R87. Provide accurate and complete information to support accurate and informed decision-making.
- R88. Promote constant dialog and trust with local representatives.
- R89. Build relationships based on mutual respect and integrity, both within teams and with external partners.
- R90. Promote inclusion and create an environment that supports intercultural integration.
- R91. Contribute to increased efforts to promote tolerance, peace and social justice in communities and organizations.
- R92. Organize and create relevant, clear and well-structured content tailored to the audience and objectives of the presentation.
- R93. Ensure the continuity of strategic research and its alignment with organizational objectives
- R94. Develop, update and report production budgets in a transparent and efficient manner.
- R95. Create a system to continuously identify information sources and ensure that they are updated as needed.
- R96. Develop and coordinate resource plans to ensure efficient and sustainable use of estimated contributions.

3. Occupations that can be practiced on the labor market

Upon completion of the *International Migration and Global Social Change* master's program, students can access occupations in group 2422 - *Administrative Policy Specialists*:

2422.2 - Local Community Development Officer

2422.12.9 - Immigration Policy Officer

2422.12.14 - Regional Development Policy Officer

4. Providing flexible learning pathways within the study program

The flexibility of the study program is ensured through optional subjects, electives and complementary subjects.

The elective (optional) subjects are proposed for the 3rd semester and are grouped in **optional packages**, which complete the student's specialization path. The choice of the path is made by the student before the beginning of the academic year to which the semesters containing the optional subjects or packages of optional subjects belong. Two optional subject packages are offered in the programme, as follows: (1) Borders and (In)mobility in a Globalized World/Diversity and Migration in Multicultural Societies, respectively (2) Resilience to Uncertainty in Contexts of Displacement/Populism, Nationalism and the Ethics of Immigration.

Optional subjects are proposed for semesters 1-4 by the department or faculty managing the study program but can also be chosen from the packages offered by other faculties.

In accordance with the provisions of the *Regulation on the elaboration of curricula for study programs at the West University of Timisoara*, in order for students to be able to receive **credits for volunteering activities** based on the provisions of the National Education Law no. 1/2011, with subsequent amendments and additions (Article 203, paragraph (9)), the subject Volunteering is available each semester in the curricula of all undergraduate and master's degree programs, with the status of optional subject, with a number of 2 ECTS credits.

5. Professional activity and student assessment

The rights, obligations and conditions for the professional activity of students at the West University of Timisoara are regulated by the *Code of Student Rights and Obligations and the Regulation on the professional activity of students at the bachelor's and master's degree programs of the UVT*, approved by the Senate of the UVT.

The form and methods of assessment/examination for each subject in the curriculum are set out in the subject descriptions.

6. Final exam

In accordance with the *Regulation on the organization and conduct of the exams for the completion of bachelor's and master's degree studies at the West University of Timisoara*, approved by the Senate of the UVT, the exam for the completion of master's degree studies at any master's degree program organized at the UVT consists of a test of elaboration and submission of the dissertation, for which **10 credits** are awarded.

The syllabus and bibliography for the final exams are published on the website of each faculty and/or on the UVT website before the beginning of each academic year.

Registration for the final exam is conditional on the student choosing the subject of the final paper no later than 60 days from the beginning of the academic year of the final year of studies.

The submission of the final version of the final paper on the e-learning platform must be done at least 5 working days before the scheduled starting date of the exam.

Each dissertation will be accompanied, at the time of submission, by the *Similarity Report* resulting from the verification of the originality of the dissertation through a specialized software, on the UVT e-learning platform.

In accordance with the structure of the academic year, at UVT the final exams can be organized in 3 sessions, usually in July, September and February.

7. Preparation for the teaching profession (*if applicable*)

Students who wish to opt for a teaching career in pre-university education must take (complementary to the present study program) and complete the *Psycho-pedagogical Training Program for the certification of competences for the teaching profession* and obtain the Certificate of Completion of this program. In the West University of Timisoara this program is organized through the Department for the Preparation of Teaching Staff (DPPD) and can be followed in parallel with undergraduate or postgraduate studies. For more information, please visit: <https://dppd.uvt.ro>.

LIST OF SUBJECTS STUDIED, GROUPED BY YEAR AND SEMESTER

Study Year I

Academic year 2025-2026

No.	Discipline	C1	C2	Disciplinary code	Semester I				Semester II					
					Number of hours/week				Number of credits	Number of hours/week				Number of credits
					C	S	L	P		C	S	L	P	
1.	Geography of mobilities	DD	DO	FSPDS001	2	1			6					
2.	Data-Driven Analysis of Migration	DD	DO	FSPDS002	2	1			5					
3.	Patterns of mobility and social change in Eastern Europe	DD	DO	FSPDS003	1	1			4					
4.	Patterns of mobility and social change in the Middle East	DD	DO	FSPDS004	1	1			4					
5.	Patterns of mobility and social change in the Maghreb	DD	DO	FSPDS005	1	1			4					
6.	Patterns of mobility and global social change in Southeast Asia	DD	DO	FSPDS006	1	1			4					
7.	Ethics and academic writing	DD	DO	FSPDS007	1	1			3					
8.	Global market networks and labor migration	DD	DO	FSPDS008						2	1			6
9.	Qualitative research methods in the field of international migration	DD	DO	FSPDS009						2	1			5
10.	Network analysis in migration studies	DD	DO	FSPDS010						1	1			4
11.	EU policies on asylum and international protection	DD	DO	FSPDS011						1	1			4
12.	Local migration management, social mobilizations and new citizenship	DD	DO	FSPDS012						1	1			4
13.	Health policies and systems in the European Union	DD	DO	FSPDS013						1	1			4
14.	Peace and reconstruction in exile	DS	DO	FSPDS023						1	1			3
Total					9	7			30	9	7			30
Total teaching hours per week					16			16						

Optional subjects

No.	Discipline	C1	C2	Disciplinary code	Semester I				Semester II					
					Number of hours/week				Number of credits	Number of hours/week				Number of credits
					C	S	L	P		C	S	L	P	
1.	Volunteering I	DC	DFAC	FSPDS015		60 ore			2					
2.	Volunteering II	DC	DFAC	FSPDS016							60 ore			2
3.	Applied Informatics	DC	DFAC	FSPDS017							1			2

Second year of studies

Academic year 2026-2027

No.	Discipline	C1	C2	Disciplinary code	Semester I				Number of credits	Semester II				Number of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P		C	S	L	P	
1.	Education and migration	DS	DO	FSPDS014	2	1			6					
2.	Crisis management and forced displacement	DS	DO	FSPDS015	2	1			6					
3.	Climate change and conflict contexts	DS	DO	FSPDS016	1	1			4					
4.	Gender, racism and migration	DS	DO	FSPDS017	1	1			4					
5.	Transnational business and the gig economy	DS	DO	FSPDS018	1	1			4					
6.	Borders and (in)mobility in a globalized world	DC	PDO	FSPDSDS019	1	1			3					
	Diversity and migration in multicultural societies	DC	PDO	FSPDS020										
7	Resilience to uncertainty in mobility contexts	DC	PDO	FSPDS021	1	1			3					
	Populism, nationalism and immigration ethics	DC	PDO	FSPDS022										
9	Theoretical documentation practice for the dissertation	DS	DO	FSPDS024								4		8
10.	Empirical research practice for the dissertation	DS	DO	FSPDS025								4		8
11.	Professional practice	DS	DO	FSPDS026									156 ore	6
12.	Labor market integration lab	DS	DO	FSPDS027								4		8
Total					9	7			30	0	0	12	13	30
Total teaching hours per week					16			12+13 practică						

Optional subjects														
No.	Discipline	C1	C2	Disciplinary code	Semester I					Semester II				
					Number of hours/week				Number of credits	Number of hours/week				Number of credits
					C	S	L	P		C	S	L	P	
1.	Volunteering III	DC	DFAC	FSPDS030		60 ore			2					
2.	Volunteering IV	DC	DFAC	FSPDS031							60 ore			2

Legend

C1	content criterion
C2	mandatory requirement
DF	core subjects
DD	relevant disciplines (where applicable)
DS	specialized subjects

DC	complementary subjects
DO	compulsory (required) subjects
PDO	optional subjects (your choice)
DFAC	optional subject
CP	professional competence
CT	transversal competence
C	course-type teaching activity
S	seminar-type teaching activity
L	practical laboratory teaching activity
P	teaching activity in the form of an internship

Subject code: <faculty><department><subject number>

GENERAL BALANCE SHEET I (by content criteria)

No.	Discipline type	Total number of hours				Total	
		Year I		Year II		Hours	% of total
		Course	S/L/P	Course	S/L/P		
1.	Fundamentals	-	-	-	-	-	
2.	Domain (if any)	238	182	-	-	420	43,21%
3.	Specialized	14	14	98	370	496	51,03%
4.	Complementary	-	-	28	28	56	5,76%
TOTAL		252	196	126	398	972	100%

GENERAL BALANCE SHEET II (by mandatory criteria)

No.	Discipline type	Total number of hours				Total	
		Year I		Year II		Hours	% of total
		Course	S/L	Course	S/L		
1.	Mandatory	252	196	98	370	916	94,24%
2.	Optional	-	-	28	28	56	5,76%
3.	Facultative	-	134	-	120	254	Not included in totals
TOTAL		252	196	126	398	972	100%
Raport total ore de curs / ore seminar/laborator/practică: 1,57							

Study Program Officer,

Department Director,

Dean,

Conf. univ. Marius MATICHESCU

Prof. univ. Laurențiu Gabriel
ȚÎRU

Conf. univ. Marius MATICHESCU

Rector,
Prof. univ. Marilen Gabriel PIRTEA

CORRELATION BETWEEN COMPETENCES, EXPECTED LEARNING OUTCOMES AND SUBJECTS STUDIED

Linking expected learning outcomes to subjects studied

Expected learning outcomes	Geographies of Mobilities	Data-Driven Analysis of Migration	Patterns of Mobility and Social Change in Eastern Europe	Patterns of Mobility and Social Change in the Middle East	Patterns of mobility and social change in the Maghreb	Patterns of Mobility and Global Social Change from Southeast Asia	Ethics and Academic writing	Global Market Chains and Labor Migration	Qualitative Research Methods in International Migration	Network Analysis in Migration Studies	EU Policies Regarding Asylum and International Protection	Local Management of Migration, Social Mobilizations, and New Citizenship	Healthcare policies and systems in European Union	Education and Migration	Crisis Management and Forced Displacement	Climate Change and Conflict Environment	Gender, racism and migration	Transnational Business and the Gig Economy	Borders and (In)mobility in a Globalized World	Diversity and Migration in Multicultural Societies	Resilience to Uncertainty in Contexts of Displacement	Populism, Nationalism and the Ethics of Immigration	Peace and Reconstruction from Exile	Theoretical documentation practice for the dissertation	Empirical research practice for the dissertation	Professional practice	Laboratory for integration into the labor market
Knowledge																											
R1. Familiarization with community needs assessment methods.																				X	X	X				X	
R2. Understanding socio-economic challenges specific to migrant communities																				X	X	X		X	X	X	X
R3. Knowledge of diverse community dynamics and structures.												X								X				X	X	X	X
R4. Understanding community mobilization and engagement methods.												X								X				X	X	X	X
R5. Knowledge of advanced research methods in social sciences.		X					X		X	X															X	X	
R6. Familiarization with migration relevant databases and sources.		X					X		X	X															X	X	X
R7. Understand the role of local authorities in managing the problems of migrant communities and access to public or private resources and services.												X	X	X			X					X		X		X	X
R8. Knowledge of methods of collaboration between levels of government.												X	X	X			X					X		X		X	X
R9. Identify gaps in current local and international policies and practices.			X	X	X	X								X			X						X	X		X	
R10. Understanding the principles of sustainable problem solving.			X	X	X	X								X			X						X	X		X	
R11. Understanding the causes of migration, analyzing the role of conflicts and climate change in forced population displacement, as well as the impact of migration on economic growth.								X							X	X		X						X	X	X	
R12. Knowledge of economic development programs and policies adapted to migration.								X										X						X		X	X
R13. Know the roles and responsibilities of government agencies relevant to migration.		X							X						X	X							X	X		X	X
R14. Understand the importance of inter-institutional cooperation for migration management at national and international level.		X							X						X	X							X	X		X	
R15. Knowledge of administrative processes to implement public policies.												X	X	X										X		X	X

Expected learning outcomes	Geographies of Mobilities	Data-Driven Analysis of Migration	Patterns of Mobility and Social Change in Eastern Europe	Patterns of Mobility and Social Change in the Middle East	Patterns of mobility and social change in the Maghreb	Patterns of Mobility and Global Social Change from Southeast Asia	Ethics and Academic writing	Global Market Chains and Labor Migration	Qualitative Research Methods in International Migration	Network Analysis in Migration Studies	EU Policies Regarding Asylum and International Protection	Local Management of Migration, Social Mobilizations, and New Citizenship	Healthcare policies and systems in European Union	Education and Migration	Crisis Management and Forced Displacement	Climate Change and Conflict Environment	Gender, racism and migration	Transnational Business and the Gig Economy	Borders and (In)mobility in a Globalized World	Diversity and Migration in Multicultural Societies	Resilience to Uncertainty in Contexts of Displacement	Populism, Nationalism and the Ethics of Immigration	Peace and Reconstruction from Exile	Theoretical documentation practice for the dissertation	Empirical research practice for the dissertation	Professional practice	Laboratory for integration into the labor market
R16. Understanding change management in government institutions.												X	X	X										X		X	X
R17. Understand the drivers of irregular migration at national and global level.	X	X	X	X	X	X			X	X		X			X		X		X	X	X		X	X		X	X
R18. Knowledge of the mechanisms used by human trafficking and smuggling networks.	X	X	X	X	X	X			X	X		X			X		X		X	X	X		X	X		X	X
R19. Familiarization with the international legal framework on immigration and asylum.	X		X	X	X	X					X													X		X	X
R20. Understand the socio-economic implications of migration on host countries with an in-depth knowledge of the social changes due to migration in the Maghreb region, the Middle East, South East Asia and Eastern Europe.	X		X	X	X	X					X													X	X	X	X
R21. Familiarization with the legislative process and legislative drafting techniques.											X	X			X	X			X					X		X	X
R22. Understand the legal implications of legislative acts on vulnerable groups.											X	X			X	X			X					X	X	X	X
R23. Knowledge of techniques for building trusting relationships with local communities.																	X		X	X		X		X		X	X
R24. Understanding cultural diversity and specific community needs.																	X		X	X		X		X		X	X
R25. Understand methods for systematic problem analysis.	X	X							X	X															X	X	X
R26. Knowledge of prioritization and strategic planning techniques.	X	X							X	X														X		X	X
R27. Familiarization with models of international collaboration and intercultural exchange.											X				X	X	X			X			X	X		X	X
R28. Understand international networking principles and partnership mechanisms.											X				X	X	X			X			X	X		X	X
R29. Knowledge of the rules and standards for the management and disclosure of public information.												X	X	X										X		X	X
R30. Understand the importance of transparency in building public trust.												X	X	X										X		X	X
Familiarization with local structures and their roles in community development.												X												X		X	X
R32. Understand the dynamics of the relationship between science, business and civil society.												X												X	X	X	X

Expected learning outcomes	Geographies of Mobilities	Data-Driven Analysis of Migration	Patterns of Mobility and Social Change in Eastern Europe	Patterns of Mobility and Social Change in the Middle East	Patterns of mobility and social change in the Maghreb	Patterns of Mobility and Global Social Change from Southeast Asia	Ethics and Academic writing	Global Market Chains and Labor Migration	Qualitative Research Methods in International Migration	Network Analysis in Migration Studies	EU Policies Regarding Asylum and International Protection	Local Management of Migration, Social Mobilizations, and New Citizenship	Healthcare policies and systems in European Union	Education and Migration	Crisis Management and Forced Displacement	Climate Change and Conflict Environment	Gender, racism and migration	Transnational Business and the Gig Economy	Borders and (In)mobility in a Globalized World	Diversity and Migration in Multicultural Societies	Resilience to Uncertainty in Contexts of Displacement	Populism, Nationalism and the Ethics of Immigration	Peace and Reconstruction from Exile	Theoretical documentation practice for the dissertation	Empirical research practice for the dissertation	Professional practice	Laboratory for integration into the labor market
R33. Knowledge of the psychosocial mechanisms involved in building trust.								X													X			X	X	X	X
R34. Understand the importance of transparency and coherence in professional relations in local and international contexts								X													X			X	X	X	X
R35. Understand cultural differences and their impact on social interactions.																	X	X		X		X		X	X	X	X
R36. Familiarization with strategies to integrate and promote cultural diversity.																	X	X		X		X		X		X	X
R37. Familiarization with international human rights treaties and regulations.															X				X			X	X	X		X	X
R38. Understand mechanisms for reducing discrimination and violence in different contexts.															X				X			X	X	X	X	X	X
R39. Knowing the expectations and interests of the target audience in order to make public presentations.							X		X					X										X		X	X
R40. Thorough understanding of the information presented in order to answer questions and convey the message clearly to the audience.							X		X					X										X		X	X
R41. Knowledge of applied research methods for assessing long-term development opportunities.		X					X		X	X														X	X	X	X
R42. Understand the stages of strategic planning and the tools needed to implement it.																										X	X
R43. Familiarization with the basic principles of accounting and financial management.																										X	X
R44. Understand budget planning, monitoring and reporting procedures.																										X	X
R45. Understand methods for identifying and assessing potential target communities for cultural and artistic activities.																										X	X
R46. Familiarization with sources of data and information relevant for community analysis.		X							X	X															X		
R47. Knowledge of methods for estimating the resources needed to carry out a project.																										X	X
R48. Understand processes for allocating and monitoring human, financial and time resources																										X	X
Skills																											

Expected learning outcomes	Geographies of Mobilities	Data-Driven Analysis of Migration	Patterns of Mobility and Social Change in Eastern Europe	Patterns of Mobility and Social Change in the Middle East	Patterns of mobility and social change in the Maghreb	Patterns of Mobility and Global Social Change from Southeast Asia	Ethics and Academic writing	Global Market Chains and Labor Migration	Qualitative Research Methods in International Migration	Network Analysis in Migration Studies	EU Policies Regarding Asylum and International Protection	Local Management of Migration, Social Mobilizations, and New Citizenship	Healthcare policies and systems in European Union	Education and Migration	Crisis Management and Forced Displacement	Climate Change and Conflict Environment	Gender, racism and migration	Transnational Business and the Gig Economy	Borders and (In)mobility in a Globalized World	Diversity and Migration in Multicultural Societies	Resilience to Uncertainty in Contexts of Displacement	Populism, Nationalism and the Ethics of Immigration	Peace and Reconstruction from Exile	Theoretical documentation practice for the dissertation	Empirical research practice for the dissertation	Professional practice	Laboratory for integration into the labor market
R49. Identify available resources and formulate solutions to community problems																				X	X	X		X	X	X	X
R50. Organization of projects and initiatives promoting community development												X								X					X	X	X
R51. Develop innovative research projects contributing to the understanding of migration.									X	X															X	X	X
R52. Capacity to build functional partnerships with local authorities to respect rights and combat racist speech and discrimination.												X	X	X			X					X				X	X
R53. Develop innovative strategies to improve existing processes.			X	X	X	X									X		X						X		X	X	X
R54. Develop recommendations for organizations on stimulating the economy through migration.								X										X							X	X	X
R55. Develop and maintain effective working relationships with government and international counterparts.		X							X						X	X							X			X	X
R56. Ability to coordinate operations and supervise staff involved in implementation.												X	X	X												X	X
R57. Ability to analyze data and assess systems involved in illegal migration.	X	X	X	X	X	X			X	X		X			X		X		X	X	X		X		X	X	X
R58. Capacity to develop strategies to streamline migration and asylum processes.	X		X	X	X	X					X															X	X
R59. Ability to formulate clear and well-grounded legislative recommendations.											X	X			X	X			X							X	X
R60. Organize programs to support collaboration and social inclusion.																	X		X	X		X				X	X
R61. Ability to evaluate current practices and propose innovative solutions to complex problems.	X	X							X	X															X	X	X
R62. Ability to communicate effectively with international organizations and manage bilateral or multilateral cooperation.											X				X	X	X			X			X			X	X
R63. Ability to structure and present required information in a clear and accessible way.												X	X	X										X	X	X	X
R64. Capacity to develop strategic partnerships and support collaboration between local stakeholders.												X													X	X	X

Expected learning outcomes	Geographies of Mobilities	Data-Driven Analysis of Migration	Patterns of Mobility and Social Change in Eastern Europe	Patterns of Mobility and Social Change in the Middle East	Patterns of mobility and social change in the Maghreb	Patterns of Mobility and Global Social Change from Southeast Asia	Ethics and Academic writing	Global Market Chains and Labor Migration	Qualitative Research Methods in International Migration	Network Analysis in Migration Studies	EU Policies Regarding Asylum and International Protection	Local Management of Migration, Social Mobilizations, and New Citizenship	Healthcare policies and systems in European Union	Education and Migration	Crisis Management and Forced Displacement	Climate Change and Conflict Environment	Gender, racism and migration	Transnational Business and the Gig Economy	Borders and (In)mobility in a Globalized World	Diversity and Migration in Multicultural Societies	Resilience to Uncertainty in Contexts of Displacement	Populism, Nationalism and the Ethics of Immigration	Peace and Reconstruction from Exile	Theoretical documentation practice for the dissertation	Empirical research practice for the dissertation	Professional practice	Laboratory for integration into the labor market
R65. Ability to communicate intentions clearly and act consistently to inspire confidence.								X													X			X	X	X	X
R66. The ability to facilitate positive interactions between individuals and groups from different cultures.																	X		X	X		X				X	X
R67. Capacity to develop and implement programs that support the implementation of human rights.															X				X			X	X			X	X
R68. Use verbal and non-verbal language to capture the attention and maintain interest.							X		X					X										X	X	X	X
R69. Ability to formulate evidence-based strategies and plan operational steps to achieve long-term goals.																										X	X
R70. Ability to allocate financial resources efficiently and to monitor budget execution to respect set limits.																										X	X
R71. Ability to collect and analyze information about communities to support decision-making in cultural projects.		X					X		X	X														X	X	X	X
R72. Ability to plan and manage resources to meet project deadlines and objectives.																										X	X
Responsibility and autonomy																											
R73. Implement initiatives that effectively address the needs of vulnerable communities																				X	X	X				X	X
R74. Creating an enabling environment for active citizen participation												X								X						X	X
R75. Publish research results in an ethical and transparent way, contributing to the field.		X					X		X	X														X	X		
R76. Promote collaboration between local communities and authorities for effective integration.												X	X	X			X					X				X	X
R77. Implement the proposed solutions in an efficient and sustainable way.			X	X	X	X									X		X						X			X	X
R78. Promote sustainable economic development, taking into account migration flows.								X										X								X	X
R79. Facilitate coordination and communication between political and social actors to implement migration policies.		X							X						X	X							X			X	X

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R80. Ensure effective and ethical implementation of adopted policies.												X	X	X												X	X
R81. Develop strategies to combat irregular migration, ensuring respect for fundamental rights.	X	X	X	X	X	X			X	X		X			X		X		X	X	X		X			X	X
R82. Promote equitable policies that respect human rights principles.	X		X	X	X	X					X															X	X
R83. Support legislators in drafting laws that protect migrants' rights.											X	X			X	X			X							X	X
R84. Promote well-being and strengthen long-term relationships with communities.																	X		X	X		X				X	X
R85. Implement sustainable and well-documented problem-solving processes.	X	X							X	X																X	X
R86. Promote international relations that support information exchange and joint initiatives.											X				X	X	X			X			X			X	X
R87. Provide accurate and complete information to support accurate and informed decision-making.												X	X	X										X	X	X	X
R88. Promote constant dialog and trust with local representatives.												X														X	X
R89. Build relationships based on mutual respect and integrity, both within teams and with external partners.								X												X						X	X
R90. Promote inclusion and create an environment that supports intercultural integration.																	X		X	X		X				X	X
R91. Contribute to increased efforts to promote tolerance, peace and social justice in communities and organizations.															X				X			X	X			X	X
R92. Organize and create relevant, clear and well-structured content tailored to the audience and objectives of the presentation.							X		X					X										X	X	X	X
R93. Ensure the continuity of strategic research and its alignment with organizational objectives																										X	X
R94. Develop, update and report production budgets in a transparent and efficient manner.																										X	X
R95. Create a system to continuously identify information sources and ensure that they are updated as needed.																										X	X

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R96. Develop and coordinate resource plans to ensure efficient and sustainable use of the estimated contributions																									X	X	

Linking expected learning outcomes to key, professional and transversal competences

Expected learning outcomes	Key competences			Professional skills																Transversal competences							
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
Knowledge																											
R1. Familiarization with community needs assessment methods.		X	X	X																							
R2. Understanding the specific socio-economic challenges of migrant communities	X	X		X																							
R3. Knowledge of diverse community dynamics and structures.	X	X			X																						
R4. Understanding community mobilization and engagement methods.	X	X			X																						
R5. Knowledge of advanced research methods in social sciences.		X	X			X																					
R6. Familiarization with migration relevant databases and sources.		X	X			X																					
R7. Understand the role of local authorities in managing the problems of migrant communities and access to public or private resources and services.	X	X					X																				
R8. Knowledge of methods of collaboration between levels of government.	X	X					X																				
R9. Identify gaps in current local and international policies and practices.		X						X																			
R10. Understanding the principles of sustainable problem solving.	X	X						X																			
R11. Understand the impact of migration on economic growth and stability.	X	X							X																		
R12. Knowledge of economic development programs and policies adapted to migration.	X	X							X																		
R13. Know the roles and responsibilities of government agencies relevant to migration.	X	X								X																	
R14. Understand the importance of inter-institutional cooperation for migration management at national and international level.	X	X								X																	
R15. Knowledge of administrative processes to implement public policies.		X									X																
R16. Understanding change management in government institutions.		X									X																

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R17. Understand the drivers of irregular migration at national and global level.	X	X										X															
R18. Knowledge of the mechanisms used by human trafficking and smuggling networks.		X										X															
R19. Familiarization with the international legal framework on immigration and asylum.		X											X														
R20. Understand the socio-economic implications of migration on host countries with an in-depth knowledge of the social changes due to migration in the Maghreb region, the Middle East, South East Asia and Eastern Europe.	X	X											X														
R21. Familiarization with the legislative process and legislative drafting techniques.		X												X													
R22. Understand the legal implications of legislative acts on vulnerable groups.		X												X													
R23. Knowledge of techniques for building trusting relationships with local communities.		X													X												
R24. Understanding cultural diversity and specific community needs.	X	X													X												
R25. Understand methods for systematic problem analysis.		X	X																	X							
R26. Knowledge of prioritization and strategic planning techniques.		X																		X							
R27. Familiarization with models of international collaboration and intercultural exchange.		X																			X						
R28. Understand international networking principles and partnership mechanisms.		X																			X						
R29. Knowledge of the rules and standards for the management and disclosure of public information.		X																				X					
R30. Understand the importance of transparency in building public trust.		X																				X					
Familiarization with local structures and their roles in community development.	X	X																					X				
R32. Understand the dynamics of the relationship between science, business and civil society.		X																					X				

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R33. Knowledge of the psychosocial mechanisms involved in building trust.	X	X																						X			
R34. Understand the importance of transparency and coherence in professional relations in local and international contexts	X	X																						X			
R35. Understand cultural differences and their impact on social interactions.	X	X																							X		
R36. Familiarization with strategies to integrate and promote cultural diversity.	X	X																							X		
R37. Familiarization with international human rights treaties and regulations.		X																								X	
R38. Understand mechanisms for reducing discrimination and violence in different contexts.	X	X																								X	
R39. Knowing the expectations and interests of the target audience in order to make public presentations.		X																									X
R40. Thorough understanding of the information presented in order to answer questions and convey the message clearly to the audience.	X	X																									X
R41. Knowledge of applied research methods for assessing long-term development opportunities.		X	X													X											
R42. Understand the stages of strategic planning and the tools needed to implement it.		X														X											
R43. Familiarization with the basic principles of accounting and financial management.		X	X														X										
R44. Understand budget planning, monitoring and reporting procedures.		X	X														X										
R45. Understand methods for identifying and assessing potential target communities for cultural and artistic activities.		X																X									
R46. Familiarization with sources of data and information relevant for community analysis.		X	X															X									
R47. Knowledge of methods for estimating the resources needed to carry out a project.		X	X																X								

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R48. Understand processes for allocating and monitoring human, financial and time resources		X																	X								
Skills																											
R49. Identify available resources and formulate solutions to community problems	X	X		X																							
R50. Organization of projects and initiatives promoting community development		X	X		X																						
R51. Develop innovative research projects contributing to the understanding of migration.		X	X			X																					
R52. Capacity to build functional partnerships with local authorities to respect rights and combat racist speech and discrimination.		X					X																				
R53. Develop innovative strategies to improve existing processes.		X	X					X																			
R54. Develop recommendations for organizations on stimulating the economy through migration.		X							X																		
R55. Develop and maintain effective working relationships with government and international counterparts.		X								X																	
R56. Ability to coordinate operations and supervise staff involved in implementation.		X									X																
R57. Ability to analyze data and assess systems involved in illegal migration.		X	X									X															
R58. Capacity to develop strategies to streamline migration and asylum processes.		X	X										X														
R59. Ability to formulate clear and well-grounded legislative recommendations.		X												X													
R60. Organize programs to support collaboration and social inclusion.		X	X												X												
R61. Ability to evaluate current practices and propose innovative solutions to complex problems.		X	X																	X							
R62. Ability to communicate effectively with international organizations and manage bilateral or multilateral cooperation.		X																			X						

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R63. Ability to structure and present required information in a clear and accessible way.		X	X																			X					
R64. Capacity to develop strategic partnerships and support collaboration between local stakeholders.		X																					X				
R65. The ability to communicate intentions clearly and act consistently to inspire confidence.	X	X																						X			
R66. The ability to facilitate positive interactions between individuals and groups from different cultures.	X	X																							X		
R67. Capacity to develop and implement programs that support the implementation of human rights.		X																								X	
R68. Use verbal and non-verbal language to capture the attention and maintain interest.	X	X																									X
R69. Ability to formulate evidence-based strategies and plan operational steps to achieve long-term goals.		X														X											
R70. Ability to allocate financial resources efficiently and to monitor budget execution to respect set limits.		X	X														X										
R71. Ability to collect and analyze information about communities to support decision-making in cultural projects.		X	X															X									
R72. Ability to plan and manage resources to meet project deadlines and objectives.		X																	X								
Responsibility and autonomy																											
R73. Implement initiatives that effectively address the needs of vulnerable communities		X		X																							
R74. Creating an enabling environment for active citizen participation	X	X			X																						
R75. Publish research results in an ethical and transparent way, contributing to the field.		X	X			X																					
R76. Promote collaboration between local communities and authorities for effective integration.	X	X					X																				
R77. Implement the proposed solutions in an efficient and sustainable way.		X						X																			

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R78. Promote sustainable economic development, taking into account migration flows.	X	X							X																		
R79. Facilitate coordination and communication between political and social actors to implement migration policies.		X								X																	
R80. Ensure effective and ethical implementation of adopted policies.		X									X																
R81. Develop strategies to combat irregular migration, ensuring respect for fundamental rights.		X										X															
R82. Promote equitable policies that respect human rights principles.	X	X											X														
R83. Support legislators in drafting laws that protect migrants' rights.		X												X													
R84. Promote well-being and strengthen long-term relationships with communities.	X	X													X												
R85. Implement sustainable and well documented problem-solving processes.		X																		X							
R86. Promote international relations that support information exchange and joint initiatives.		X																			X						
R87. Provide accurate and complete information to support accurate and informed decision-making.	X	X																				X					
R88. Promote constant dialog and trust with local representatives.	X	X																					X				
R89. Build relationships based on mutual respect and integrity, both within teams and with external partners.	X	X																						X			
R90. Promote inclusion and create an environment that supports intercultural integration.	X	X																							X		
R91. Contribute to increased efforts to promote tolerance, peace and social justice in communities and organizations.	X	X																								X	
R92. Organize and create relevant, clear and well-structured content tailored to the audience and objectives of the presentation.	X	X	X																								X

Expected learning outcomes	Key competences			Professional skills															Transversal competences								
	Personal, social skills	Science skills	Digital skills	Analyze community needs	Working with communities	Conduct scientific research	Establishes contacts with local authorities	Propose improvement	Provides advice on economic development	Liaise with government agencies	Manage the implementation of government policy	Analyze irregular migration	Developing immigration policies	Provides advice on legislation	Build relationships with local communities	Strategic research	Manage budgets	Identifies sources of information about potential target communities for arts activities	Perform resource planning	Find solutions to problems	Develops international relations	Making public presentations	Ensure transparency of information	Maintain relations with local representatives	Building trust	Intercultural awareness	Promotes the implementation of human rights
R93. Ensure the continuity of strategic research and its alignment with organizational objectives		X														X											
R94. Develop, update and report production budgets in a transparent and efficient manner.		X	X														X										
R95. Create a system to continuously identify information sources and ensure that they are updated as needed.		X	X															X									
R96. Develop and coordinate resource plans to ensure efficient and sustainable use of estimated contributions		X																	X								