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TRAINING MATERIALS ON CORRUPTION IN BUSINESS

**A SET OF TRAINING MODULES
DEVELOPED FOR YOUTH WORKERS,
CSOS, AND PROFESSIONALS**

This collection of modules has been designed to strengthen understanding of corruption in the business sector, promote ethical values, and foster youth participation in building transparent and accountable communities.

**Developed within the project “With Digitalisation Versus Corruption”
(Erasmus+)**

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INTRODUCTION

About the project

DigitalVScorrupt is an Erasmus+ CBY and WB project with the main objective to fight corruption in the EU and the Western Balkans (WB) through digital tools and empowerment of young people and people in the EU and the Western Balkans (WB).

Corruption is a complex social, political and economic phenomenon that affects all countries. Corruption undermines democratic institutions, slows down economic development and contributes to government instability.

Corruption attacks the foundations of democratic institutions by distorting electoral processes, distorting the rule of law and creating a bureaucratic quagmire that is only created to extract bribes. The World Bank has been fighting corruption for decades, and it is up to civil society and youth organisations to tackle one of the most difficult enemies of our time, to defend the EU's core values of democracy, the rule of law, shared values, to promote active citizenship and to bring the World Bank closer to the EU.

Activities: meetings, training, national activities, youth exchanges, conferences and campaigns.

Training for youth workers is an innovative and relatively new topic in the field of youth work, but crucial for building transparency, integrity and accountability. The aim of such trainings is to equip participants or youth workers with the knowledge and tools to identify, prevent and respond to corrupt acts.

Lectures includes:

1. Understanding Corruption

- Definition of corruption: explains what corruption is, its forms and how it manifests itself in the public sector.
- Practical examples: analysis of real corruption cases to better understand the concepts.

2. Legislative framework

- National legislation: overview of laws and regulations related to corruption and the public sector.
- International standards: Inclusion of relevant international conventions and agreements such as the UN Convention against Corruption.

3. Identification and Prevention of Corruption

- Risk factors: learning about the risk factors that can lead to corruption.
- Preventive strategies: Techniques and procedures to minimise corruption risks.

4. Tools and Techniques to Fight Corruption

- Control mechanisms: putting in place effective control and transparency systems.
- Ethics and integrity: Emphasis on ethical decision-making and personal integrity of employees.

5. Reporting and response protocols

- Reporting mechanisms: setting up secure and anonymous channels for reporting suspicions of corruption.
- Response strategies: Protocols and procedures for dealing with reported cases of corruption.

6. Interactive training methods

- Workshops and case studies: active learning through group exercises and discussions.
- Simulations and role-plays: Scenarios where participants put into practice what they have learned.

7. Evaluation and Further Training

- Testing and feedback: to test participants' knowledge and skills and to gather their feedback for programme improvements.
- Continuing training: Providing ongoing educational opportunities to update knowledge and skills.

Corruption training needs to be continuously updated to remain relevant and effective in a changing legal and social environment. Well planned and delivered training can make a significant contribution to reducing acts of corruption and improving confidence in the public sector.

Objectives:

- Implement non-formal learning activities to empower youth workers and others in the field of anti-corruption in the WB and the EU through cross-sectoral cooperation.
- Increase the capacity of the organisations involved in the WB and thereby increase ICT skills in terms of how digital tools can detect corruption.
- Implementing the EU Youth Strategy in the CB and raising awareness of EU values and their relevance, the importance of the rule of law and shared values in the CB
- Promoting dialogue at local, national and international level with political decision-makers on the damage that corruption can cause to the security and stability of the EU and the WB against external forces.

INTRODUCTION

About the Training materials

This set of training materials was developed under the Erasmus+ Project "With Digitalisation Versus Corruption" within the programme Erasmus Youth 2023 - Capacity building in the field of Youth – Western Balkans.

The overall objective of the project is to strengthen integrity, transparency, and accountability in the business environment by empowering youth workers, CSO representatives, and young professionals through non-formal education.

The training materials are designed to build knowledge and practical competences for understanding and addressing corruption in business.

They combine theoretical content with interactive learning methods and real-life examples, ensuring that participants not only learn about corruption but also gain the tools and confidence to act against it.

In addition to the training sessions, the project foresees a series of local workshops across the Western Balkan countries, where these materials will be adapted and applied to local contexts.

How to use the materials

This set of materials is intended for trainers, youth workers, educators, and CSO facilitators who organize activities focused on anti-corruption, integrity, and responsible business practices. It can be used as a complete training program or as individual modules, depending on participants' needs and prior knowledge.

Each module includes:

- A concise theoretical overview introducing the topic
- Interactive exercises and group discussions
- Reflection questions and debriefing prompts
- Facilitator's notes with tips for adaptation and follow-up activities

The sessions are designed to be practical, adaptable, and inclusive, encouraging participants to share experiences, develop creative solutions, and explore how digital tools can contribute to transparency in business.

Facilitators are encouraged to adapt timing, language, and methods to their specific audience, ensuring the sessions remain relevant and engaging in diverse local and regional settings.

MODULE 1: UNDERSTANDING CORRUPTION IN BUSINESS

Module overview

Target group: Youth workers, CSO representatives, young professionals

Duration: 90–120 minutes

Methodology: Non-formal education (experiential, participatory, reflective)

Learning objectives

By the end of this module, participants will be able to:

- Understand the concept and nature of corruption within the business sector.
- Identify common forms of corruption and their effects on society and economy.
- Recognize the role of ethics, integrity, and transparency in business.
- Reflect on personal and collective actions to promote accountability.

Introduction

Corruption within the business environment represents one of the major barriers to sustainable development and fair competition. In many countries of the Western Balkans, corruption is not perceived only as a legal violation but as part of social and cultural norms that have developed over time. For youth workers and civil society actors, understanding corruption in business is not simply about identifying illegal actions, it is about exploring the values, attitudes, and behaviors that allow such practices to exist. Through this module, participants will examine the roots and forms of corruption, its consequences for local communities and economies, and the role of non-formal education in promoting integrity and transparency.

Understanding Corruption in Business

According to Transparency International, corruption is defined as the abuse of entrusted power for private gain. While this definition applies to both public and private sectors, in the business context it often takes specific forms that directly influence market competition, customer trust, and the social environment. In business settings, corruption may manifest through hid-

den agreements, misuse of influence, or manipulative relationships between private companies and public officials.

Form of Corruption	Description	Example
Bribery	Offering, giving, receiving, or soliciting something of value to influence a business decision.	A supplier pays an employee to secure a contract.
Nepotism	Favoring relatives or friends, especially in employment or business partnerships.	Hiring a family member regardless of qualifications.
Conflict of interest	A situation where personal interests influence professional judgment or actions.	An employee awards a contract to their own company.
Fraud	Intentional deception aimed at securing unfair or unlawful gain.	Manipulating financial records to mislead investors.
Collusion	Secret cooperation between competitors or insiders to manipulate outcomes.	Companies fix prices before a public tender.

Key discussion points

Corruption in business affects every level of society. It leads to higher prices, lower quality of services, and creates inequality among market participants. Youth workers and civil society actors play a vital role in raising awareness, advocating for ethical business behavior, and supporting transparency initiatives. While laws define what is illegal, ethics define what is right. Encouraging young people to understand this distinction helps build a new culture of responsibility and fairness.

Practical activity: “Mapping Corruption in Our Communities”

Objective: To identify common forms of corruption that participants encounter or observe in their local environments and to discuss possible preventive actions.

Method: Group work and plenary discussion.

Steps:

1. Divide participants into small groups (4–6 people).
2. Each group discusses where corruption appears in local business life (e.g., hiring, procurement, service delivery).
3. Groups create a simple map or chart showing connections between causes, actors, and effects of corruption.
4. Presentations and collective discussion on patterns and solutions.

Materials: Flipcharts, markers, sticky notes.

Time: 45–60 minutes.

Reflection and discussion

1. What are the most common forms of corruption in your community?
2. Why do people sometimes tolerate or ignore corrupt practices?
3. How does corruption affect young people's access to opportunities?
4. What role can youth organizations and CSOs play in addressing these challenges?
5. How can we build cultures of integrity in everyday business life?

Facilitator's notes and adaptation tips

Facilitators should encourage participants to share real experiences and case examples from their own environments, keeping the discussion respectful and constructive. It is recommended to connect the topic with recent news or public debates to make it more relatable. When working with mixed groups (youth workers, students, CSOs), adjust the examples according to their background and experience. Visual materials such as diagrams, short videos, or infographics can be used to support understanding. Trainers can conclude the session by summarizing main insights and linking them to upcoming modules on ethics, legal frameworks, or whistleblowing.

References and further reading

- Transparency International (2024). Corruption Perceptions Index.
- UNODC. Anti-Corruption Toolkit.
- Regional Anti-Corruption Initiative (RAI) – Western Balkans Reports.

MODULE 2: CAUSES AND CONSEQUENCES OF CORRUPTION IN BUSINESS

Module overview

Target group: Youth workers, CSO representatives, young professionals

Duration: 90–120 minutes

Methodology: Non-formal education (experiential, participatory, reflective)

Learning objectives

By the end of this module, participants will be able to:

- Identify key causes and drivers of corruption in the business environment.
- Understand how social, economic, and institutional factors interact to sustain corruption.
- Analyze the short-term and long-term consequences of corruption.
- Reflect on community-level and individual-level strategies to prevent corruption.

Introduction

Corruption does not arise spontaneously. It emerges from a combination of personal motives, institutional weaknesses, and cultural or societal tolerance toward unethical behavior. In the Western Balkans, the transition from planned to market economies has created opportunities for growth, but also for misuse of power and resources. Understanding the causes and consequences of corruption allows young people and youth workers to think critically about how to change existing patterns and promote accountability in both public and private life.

Understanding the Causes of Corruption

Corruption in business can stem from a mix of structural, organizational, and personal factors. These causes often reinforce one another, making corruption difficult to eliminate through legal measures alone. Below is a summary of key causes commonly observed in business contexts.

Category	Description	Examples
Economic factors	Low salaries, lack of job security, and high unemployment rates push individuals toward corrupt practices.	Bribery to secure or keep a job; manipulation of contracts for financial survival.
Institutional weaknesses	Ineffective rule of law, weak oversight mechanisms, and limited sanctions for misconduct.	Companies operating without proper auditing or legal monitoring.
Cultural and social norms	Widespread perception that 'everyone does it' or that corruption is necessary to succeed.	Gift-giving and informal payments accepted as normal business practice.
Lack of transparency	Poor information access and closed decision-making processes.	Not clear procurement procedures or hidden selection criteria.
Personal ethics and values	Low awareness of integrity and professional responsibility among business actors.	Choosing profit or influence over fairness and accountability.

Consequences of corruption

The consequences of corruption in business are multidimensional, affecting not only companies but also communities, economies, and democratic institutions. They can be short-term—such as immediate financial loss—or long-term, leading to structural inequality and erosion of public trust.

Type of Consequence	Impact Description	Example
Economic	Distortion of fair competition and inefficiency in markets.	Businesses that refuse to bribe lose contracts to less qualified competitors.
Social	Erosion of trust among citizens and normalization of unethical behavior.	Communities accept favoritism as part of daily life.
Political	Weak democratic institutions and capture of decision-making by elites.	Private lobbies influencing local regulations.
Institutional	Reduced capacity of oversight bodies and ineffective justice systems.	Audit offices unable to enforce accountability in business deals.
Individual	Loss of motivation and ethical standards among youth and professionals.	Young people believe success depends on connections, not merit.

Practical activity: “Root Cause Tree”

Objective: To explore the causes and effects of corruption through visual mapping and collaborative analysis.

Method: Group brainstorming and diagram creation.

Steps:

1. Divide participants into small groups (4–6 people).
2. Each group draws a tree on flipchart paper: roots represent causes, trunk represents the main issue, and branches represent consequences.
3. Discuss and label each element collectively.
4. Present and compare findings between groups.

Materials: Flipcharts, markers, sticky notes.

Time: 60 minutes.

Reflection and discussion

1. Which causes of corruption are most relevant in your community or professional environment?
2. What are the most visible and hidden consequences of corruption?
3. How do personal values influence decisions that may lead to corruption?
4. What could be the role of young people and CSOs in addressing the root causes?
5. How can we promote ethical business practices on a local level?
6. Facilitator's notes and adaptation tips

Facilitators are encouraged to adapt examples to local contexts and use real-life cases or news articles to initiate discussion. If the group includes participants from different sectors, encourage sharing of sector-specific experiences (e.g., education, small business, NGOs). The activity ‘Root Cause Tree’ works best when participants are encouraged to think critically and visually connect complex social phenomena. If time allows, conclude by identifying potential actions that could be taken by youth organizations or local institutions to address specific root causes.

References and further reading

- Transparency International (2024). Global Corruption Report.
- UNDP (2023). A Short Corruption Prevention Reference Guide
- OECD (2022). Guidelines for Business Integrity.

MODULE 3: INTEGRITY AND ETHICS IN BUSINESS

Module overview

Target group: Youth workers, CSO representatives, young professionals

Duration: 90–120 minutes

Methodology: Non-formal education (experiential, participatory, reflective)

Learning objectives

By the end of this module, participants will be able to:

- Define the concepts of integrity and ethics in the business context.
- Recognize the importance of ethical decision-making in everyday professional situations.
- Analyze common ethical dilemmas faced by business actors.
- Develop strategies for promoting integrity and ethical behavior within organizations and communities.
-

Introduction

Integrity and ethics are the foundation of responsible business practices. They define how individuals and organizations act when faced with choices that challenge their values or responsibilities. In the Western Balkans, promoting ethical business culture remains an ongoing challenge due to historical legacies, weak institutional accountability, and cultural tolerance toward informal practices. For youth workers and CSO representatives, fostering discussions on ethics and integrity helps young people build awareness, confidence, and courage to act transparently in professional and civic life.

Understanding Integrity and Ethics

Integrity refers to consistency between one's values, words, and actions. Ethics refers to the moral principles that guide behavior within a society or organization. In the business environment, these two concepts complement each other, as integrity represents the personal dimension of ethics, while ethics provides the collective framework of acceptable behavior. Below is a simple overview of how integrity and ethics interact within business life.

Concept	Definition	Example in Business Context
Integrity	Consistency between personal values and actions; doing the right thing even when no one is watching.	An employee refuses to manipulate data despite pressure from a supervisor.
Ethics	Shared moral standards and principles that define what is right and fair within an organization or community.	A company adopts a transparent procurement policy that ensures equal treatment of suppliers.
Ethical leadership	Leading by example, demonstrating honesty and fairness in decision-making.	A manager reports conflicts of interest instead of concealing them.

Ethical dilemmas in business

Ethical dilemmas occur when a person or organization faces two or more conflicting choices, each having potential benefits and ethical risks. In such situations, integrity becomes a guiding principle for decision-making. The table below summarizes common ethical dilemmas observed in the business sector.

Situation	Ethical Dilemma	Possible Resolution
Gift or bribe?	A client offers an expensive gift after a successful contract.	Establish a clear organizational policy on accepting gifts.
Loyalty vs. honesty	An employee discovers that a colleague is involved in misconduct.	Encourage confidential reporting channels and whistleblowing policies.
Profit vs. fairness	A company can save money by avoiding environmental regulations.	Prioritize long-term sustainability and corporate responsibility.
Transparency vs. image	Disclosing a company mistake could harm its reputation.	Adopt a communication policy based on honesty and accountability.

Practical activity: Ethics in Action- Role Play

Objective: To understand ethical dilemmas through real-life simulations and encourage participants to reflect on decision-making processes.

Method: Role-play and guided discussion.

Steps:

1. Divide participants into groups of 4-5.
2. Each group receives a short scenario describing a business-related ethical dilemma.
3. Groups prepare a short role play (10-15 minutes) showing how they would respond.
4. After each performance, other participants discuss what values were demonstrated and what alternatives existed.

Materials: Printed scenarios, paper, markers.

Time: 60 minutes.

Objective: To understand ethical dilemmas through real-life simulations and encourage participants to reflect on decision-making processes.

Steps:

1. Divide participants into groups of 4–5.
2. Each group receives a short scenario describing a business-related ethical dilemma.
3. Groups prepare a short role play (10–15 minutes) showing how they would respond.
4. After each performance, other participants discuss what values were demonstrated and what alternatives existed.

Materials: Printed scenarios, paper, markers.

Time: 60 minutes.

Reflection and discussion

1. What values guide your professional or personal decisions?
2. How can young people influence ethical behavior in business and public life?
3. What is the relationship between ethics, law, and integrity?
4. How can organizations encourage ethical decision-making?
5. What are the risks and rewards of acting with integrity in difficult situations?

Facilitator’s notes and adaptation tips

Facilitators should emphasize that ethical behavior is not only about following rules but also about internal motivation and personal accountability. Encourage participants to discuss dilemmas they may have personally faced in education, volunteer work, or employment. If appropriate, link the discussion to local cultural norms and how they influence perceptions of right and wrong. Role play activities should be followed by debriefing to identify lessons learned and connect them to the importance of integrity in building fair and transparent societies.

References and further reading

- Transparency International (2024). Business integrity: A toolkit for medium-sized enterprises
- UNODC (2024). Good Practices Guide on Enhancing Business Integrity through Education

MODULE 4: YOUTH AND CIVIC ENGAGEMENT IN ANTI-CORRUPTION EFFORTS

Module overview

Target group: Youth workers, Civil Society Organisations (CSO) representatives, young activists, and community leaders

Duration: 90–120 minutes

Learning objectives

By the end of this module, participants will be able to:

- Understand the importance of civic engagement in promoting transparency and accountability.
- Identify ways in which youth can actively contribute to anti-corruption efforts at the local and national level.
- Explore methods of cooperation between civil society, business, and public institutions.
- Design small-scale initiatives that foster ethical participation and social responsibility.

Introduction

Youth engagement is a key component of sustainable anti-corruption work. While laws and institutions play a crucial role in prevention and control, lasting change depends on the active participation of citizens, especially young people. Youth bring creativity, energy, and credibility to the fight against corruption. Through civic initiatives, campaigns, and community projects, they can raise awareness, demand accountability, and model transparent behavior.

Understanding Youth and Civic Engagement

Civic engagement refers to individual and collective actions designed to identify and address issues of public concern. In anti-corruption efforts, it includes activities such as monitoring public spending, participating in decision-making processes, promoting ethical standards, and supporting transparency initiatives. Youth workers and CSOs play a vital role in helping young people understand their rights and responsibilities and providing them with tools for active participation.

Form of Engagement	Description	Example
Awareness-raising	Organizing workshops, debates, or campaigns to inform peers about corruption and integrity.	Youth-led social media campaign promoting transparent governance.
Monitoring and advocacy	Tracking public spending or local government decisions to ensure accountability.	Youth groups monitor municipal budgets and publish simplified reports.
Community action	Mobilizing peers to take part in local clean-up, ethics weeks, or integrity initiatives.	Local youth clubs organize 'Integrity Week' to promote ethical behavior.
Collaboration with institutions	Partnering with schools, municipalities, or private companies on anti-corruption projects.	Youth councils co-design integrity charters with local authorities.

Key discussion points

Youth and civic engagement go beyond volunteering, they represent an active contribution to public life. By engaging young people in dialogue, community action, and monitoring, societies can promote values of transparency, solidarity, and responsibility. However, for engagement to be effective, it must be supported by access to information, collaboration with decision-makers, and trust between institutions and citizens.

Practical activity: "Design Your Integrity Initiative"

Objective: To design a small-scale youth-led activity that promotes integrity and accountability in the local community.

Method: Group brainstorming and project planning.

Steps:

1. Divide participants into groups of 4–6.
2. Each group identifies one local issue related to corruption or lack of transparency.
3. Groups design a small project (e.g., campaign, workshop, community action) that addresses this issue.
4. Each group presents their project idea, explaining its purpose, target audience, and expected results.
5. Trainer facilitates feedback and discussion on feasibility and potential partnerships.

Materials: Flipcharts, markers, sticky notes, templates for project design.

Time: 60–75 minutes.

Reflection and discussion

1. How can young people make their voices heard in anti-corruption efforts?
2. What challenges do youth face when trying to influence decision-makers?
3. Which tools or partnerships are most effective for youth engagement?
4. How can CSOs and institutions support long-term youth involvement?
5. What concrete steps can we take after this training to strengthen participation?

Facilitator's notes and adaptation tips

Encourage participants to think realistically about their local contexts and available resources. The activity should not aim for perfect project proposals but rather inspire creativity, teamwork, and ownership. Facilitators can prepare short examples of youth-led anti-corruption initiatives from the region to inspire participants. If possible, invite local activists or civic leaders to share practical experiences. At the end of the session, summarize lessons learned and connect them to broader discussions on democratic participation and accountability.

References and Further Reading

- Transparency International (2024). The impacts of corruption on young people and their role in preventing corruption
- UNDP (2025). Civic Engagement in Action.

MODULE 5: CORPORATE SOCIAL RESPONSIBIL- ITY (CSR) AND ANTI-CORRUPTION

Module overview

Target group: Youth workers, CSO representatives, young professionals, and business sector actors

Duration: 90–120 minutes

Methodology: Non-formal education (interactive learning, group work, reflective dialogue)

Learning objectives

By the end of this module, participants will be able to:

- Understand the concept and principles of Corporate Social Responsibility (CSR).
- Explore how CSR contributes to anti-corruption and ethical business conduct.
- Analyze how digital tools support CSR transparency and accountability.
- Design ideas for CSR-based initiatives promoting integrity in business and community environments.

Introduction

Corporate Social Responsibility (CSR) represents a business model in which companies integrate social and environmental concerns into their operations and stakeholder interactions. In the context of anti-corruption, CSR serves as both a commitment and a strategy to ensure ethical behavior, transparency, and accountability. In the Western Balkans, CSR is increasingly recognized as a driver of trust, competitiveness, and sustainable development. Digital transformation has also reshaped CSR practices, making it easier to track, communicate, and measure responsible corporate behavior.

CSR and Anti-Corruption: The Connection

Anti-corruption is one of the key pillars of CSR. Responsible businesses recognize that corruption damages fair competition, erodes trust, and undermines sustainable growth. A strong CSR framework promotes ethical culture through internal codes of conduct, compliance mechanisms, and transparent communication with stakeholders. Below is an overview of how CSR contributes to anti-corruption efforts and how digital tools enhance this process.

CSR Area	Anti-Corruption Approach	Digital Integration Example
Corporate governance	Adoption of internal anti-corruption policies, compliance systems, and training programs.	Online compliance training modules and e-learning platforms for employees.
Transparency and reporting	Publishing transparent reports on corporate activities and financial data.	Digital CSR dashboards and blockchain-based reporting systems.
Stakeholder engagement	Building partnerships with CSOs, youth groups, and local communities to promote integrity.	Using online consultation platforms and social media engagement tools.
Supply chain management	Ensuring ethical sourcing and fair procurement processes.	Use of digital procurement platforms to track supplier compliance.
Community investment	Supporting initiatives that build public awareness and ethics education.	Funding digital literacy and open data initiatives in local communities.

The role of youth and CSOs in promoting CSR

Youth workers and civil society organizations can play a vital role in shaping how CSR and anti-corruption principles are implemented. By building partnerships with the private sector, they can advocate for higher ethical standards and digital transparency. They can also help companies co-create social impact projects that combine innovation, integrity, and youth participation.

Practical activity: “CSR for Integrity” simulation

Objective: To design a CSR initiative that addresses a local integrity or transparency challenge.

Method: Group project design and presentation.

Steps:

1. Divide participants into groups of 4–6.
2. Each group selects a corruption-related issue (e.g., lack of transparency in local business, unfair competition).
3. Groups design a CSR-based solution, a company initiative, partnership, or campaign promoting integrity.
4. Encourage inclusion of digital elements (social media outreach, digital reporting tools, or e-learning platforms).
5. Each group presents its CSR initiative, followed by discussion and feedback.

Materials: Flipcharts, markers, CSR template sheets.

Time: 60–75 minutes.

Reflection and discussion

1. What is the role of CSR in preventing corruption in business?
2. How can digitalization enhance transparency and accountability in CSR?
3. What responsibilities do businesses have toward their employees and communities?
4. How can youth and CSOs influence CSR practices locally?
5. What are the most effective ways to measure the impact of CSR in fighting corruption?

Facilitator's notes and adaptation tips

Facilitators should emphasize the dual importance of ethics and innovation in CSR implementation. Encourage participants to think about CSR as a bridge between business goals and social integrity. It is recommended to show real CSR examples from local or international companies that have implemented digital reporting systems or transparency initiatives. Trainers can also invite a guest speaker from the business or CSO sector to share their practical experience. When adapting the activity, focus on participatory design and real-world application of CSR concepts.

References and further reading

- OECD (2023). Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD (2025). Companies' assessments of anti-corruption compliance

CONCLUSION

The training materials on corruption in business conclude with a shared understanding that effectively combating corruption in the private sector requires continuous learning, collaboration, and a strong commitment to ethical principles.

The modules presented in the materials provide a structured pathway, from understanding the roots and consequences of corruption, to developing integrity, promoting transparency, and applying responsible business practices.

Through a combination of theory, reflection, and interactive activities, participants are encouraged to think critically about their roles as youth workers, civil society representatives, or business professionals.

The aim is not only to raise awareness, but also to empower action, to inspire concrete initiatives that contribute to fairer and more transparent societies.

It reminds us that innovation and integrity can go hand in hand, enabling new opportunities for accountability and civic participation.

By integrating ethical values and digital solutions, young people and organizations can become active drivers of change, shaping a culture of integrity in the Western Balkans and beyond.

ANNEX 1

GROUP ACTIVITY: "CORRUPTION IS..."

Purpose:

This group activity aims to help participants explore and visualize the concept of corruption through creative expression.

It serves as an opening exercise that encourages dialogue, critical thinking, and teamwork.

Description:

Participants work in small groups and are asked to define corruption using drawings, symbols, or short phrases.

They are encouraged to use metaphors or comparisons (e.g., "Corruption is like...") to express how they perceive corruption and its impact on society.

After presenting their work, groups discuss similarities and differences between their representations.

Instructions:

1. Divide participants into groups of 4–6.
2. Provide flipcharts, markers, and sticky notes.
3. Ask each group to visualize corruption using creative elements.
4. Allow 15–20 minutes for group work.
5. Each group presents and explains their work.
6. Facilitator summarizes the exercise by identifying key themes and linking them to the next module.

Facilitator's Note:

This activity is best used at the beginning of the training as an icebreaker.

It helps participants express their existing knowledge and attitudes toward corruption in a safe and creative environment.

Encourage open discussion and avoid judgment on participants' perceptions.

ANNEX 2

GROUP ACTIVITY: “TOOLKIT PREPARATION”

Purpose:

This group activity helps participants develop practical ideas for a “Toolkit for Reporting Corruption in Business.”

It encourages creativity, teamwork, and the application of knowledge gained throughout the training to design innovative tools that promote transparency and integrity in the private sector.

Description:

Participants work in small groups to conceptualize a toolkit or initiative that addresses corruption risks in business.

Each group selects a specific target audience, such as youth, CSOs, or SMEs, and designs a practical tool — digital, educational, or community-based — that helps prevent or report corruption. At the end, groups present their toolkit ideas and receive feedback from peers and facilitators.

Instructions:

1. Divide participants into groups of 4–6 people.
2. Ask each group to choose one of the following focus areas:
 - Reporting mechanisms and channels for corruption in business
 - Awareness and education tools promoting integrity
 - Digital or collaborative solutions for transparency
3. Provide flipcharts, markers, and the “Toolkit Concept Template” handout.
4. Allow 30–40 minutes for group work and preparation.
5. Each group presents their concept in 5–7 minutes.
6. Facilitator leads a short discussion summarizing key ideas and linking them to the project objectives.

Facilitator’s Note:

This activity is best placed near the end of the training program.

It allows participants to integrate lessons from all previous modules and translate them into practical actions or digital solutions.

Encourage innovative thinking, collaboration, and reflection on how these toolkits could be implemented in their own local contexts.

ANNEX 3

GROUP ACTIVITY: "ETHICAL DILEMMA - ROLE PLAY"

Purpose:

This group activity is designed to help participants explore ethical decision-making in real-life business situations.

Through short role-play exercises, participants reflect on the complexity of choices that individuals and organizations face when integrity and profit come into conflict.

The exercise encourages empathy, active communication, and critical thinking in addressing ethical challenges.

Description:

Participants work in groups and are given short scenarios that present moral and ethical dilemmas related to corruption in business. Each group prepares a short role-play showing how they would respond to the situation, representing different viewpoints and possible outcomes. The activity stimulates open discussion and reflection on values, integrity, and responsibility in professional settings.

Instructions:

1. Divide participants into groups of 4 people.
2. Assign each group one scenario (or allow them to choose).
3. Two groups can work on the same scenario to present contrasting perspectives.
4. Allow 10–15 minutes for group preparation and 5–10 minutes for each presentation.
5. After every presentation, hold a reflection session with all participants to discuss decisions, reasoning, and lessons learned.
6. Facilitator summarizes key insights and connects them with previous sessions on integrity and corporate responsibility.

Facilitator's Note:

This activity can be used in the middle or toward the end of the training. It encourages participants to practice ethical reasoning and explore the real-world challenges of balancing integrity and business goals. Facilitators should ensure an open and respectful discussion environment, emphasizing that ethical dilemmas often have no single "correct" answer, but thoughtful reflection leads to growth and awareness.

Introduction of participating organizations and their representatives in the project

Name and function	Organisation	Role/tasks
Zoran Dabetic	EPEKA Montenegro	Coordinator
Biljana Gjozinska	IARB Mk	Coordinator
Nermina Simoncic	EPEKA Slovenia	Coordinator
Stefan Simoncic	EPEKA Slovenia	Coordinator
Matej Tisaj	EPEKA RS	Coordinator
Aneta Vasiljevic	IARB Mk	Assistant coordinator
Milica Nedeljkovic	EPEKA RS	Assistant coordinator
Belma Muratovic	EPEKA Montenegro	Assistant coordinator
Jerica Lorenci	EPEKA Slovenia	Assistant coordinator
Atli Thor Fanndal	TRANSPARENCY INTERNATIONAL Iceland	Assistant coordinator

PARTNERS

EPEKA Montenegro (Lead organisation)

Scientific Research Association for Art, Cultural, Educational Programs and Technology EPEKA (Montenegro) operates in Berane, a rural area with high youth unemployment and limited access to non-formal education. Within DigitalVSCorrupt it coordinates overall delivery, management and monitoring, and leads national CB workshops focused on ICT supported transparency and community awareness in Montenegro.

EPEKA Slovenia

A non-governmental social enterprise active in EU citizenship, youth work and inclusion. EPEKA Slovenia co-hosts the partner kick-off, supports management, and co-develops ICT based transparency modules inspired by the ERAR model; it also hosts the final conference and supports EU-level dissemination.

EPEKA Serbia

Youth - focused NGO from Niš with strong experience in mobility and inclusion (including Roma and migrant youth). In the project, EPEKA Serbia co-leads trainings, supports Kosovo-Serbia youth dialogue through joint activities with CET Prizren, and pilots local campaigns on integrity in public services.

EPEKA Germany

Member of the EPEKA network supporting intercultural learning and communication. Contributes to cross border dissemination, workshop design on civic engagement and media, and documentation of good practices across partners.

CET Prizren (Kosovo)

Center for Education and Training Prizren promotes democratic values and youth participation. In DigitalVSCorrupt it co-designs youth friendly training content, co-hosts CB workshops in Kosovo and collaborates with EPEKA Serbia to strengthen trust, dialogue and anticorruption literacy among youth.

Phiren Amenca (Belgium)

International Roma youth network with strong outreach and advocacy capacity. Leads EU level dissemination, supports inclusion measures across all activities, and mentors youth campaign teams to reach diverse audiences with inclusive narratives.

Transparency International Iceland

Brings global anticorruption know how, practical tools for risk mapping and reporting, and co-authors the youth work manual sections on corruption in public institutions and accountability pathways.

Institute for Applied Research (North Macedonia)

Supports the 'Corruption in Business' strand with sessions on procurement risks, conflicts of interest, and SME integrity pledges. Co-hosts national workshops with chambers/entrepreneurs.

QENDRA (Albania)

A youth oriented civil society centre engaging communities in non-formal education and civic action. Leads CB workshops in Albania and contributes case studies on local service integrity.

Europe for You (Czech Republic)

European civic organisation experienced in communication and youth mobilisation. Codesigns the campaign lab, supports creative dissemination formats and visual storytelling.

FEIO (Poland)

Education/outreach foundation contributing to research based activity design, quick polls and pre/post evaluation tools adaptable to youth settings.

AKUSTIKUM (Bosnia and Herzegovina)

Cultural organisation leveraging creative media and audio-visual methods. Co-leads the three 'video simulation' outputs (public sector, business, whistleblowing) including storyboarding and youth co-creation.

LIDSK (Turkey)

Youth development organisation focusing on civic skills and dialogue. Hosts CB workshops in Türkiye and contributes facilitation methods for diverse groups.

Arcigay (Italy)

National civil society organisation with expertise in rights based education and safe space facilitation. Contributes inclusion strategies, ethics protocols and campaign messaging on equality and integrity.

All partners collaborate via monthly coordination calls, shared templates and joint monitoring visits.



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