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YOUTH WORK MANUAL ON NON-FORMAL EDUCATION

METHODS TO PREVENT CORRUPTION IN BUSINESS

Developed within the project "With Digitalisation Versus Corruption" (Erasmus+)

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EXECUTIVE SUMMARY

This manual equips youth workers, educators, young entrepreneurs, and educational institutions with practical non-formal education methods to prevent corruption in business and promote environmental sustainability. It roots its guidance in the principles of integrity, responsibility, and respect for the rule of law, addressing present challenges faced by young people and professionals in the European Union and Western Balkans.

Emphasizing both personal and collective responsibility, the manual connects anti-corruption efforts to sustainability and European values. Users will find creative learning approaches, participatory activities, and actionable strategies that inspire active citizenship, ethical business, and care for nature.

By engaging with these tools and concepts, youth workers and participants gain a deeper understanding of corruption's mechanisms, recognize the strong ties between transparency and environmental protection, and develop initiatives that build fair, inclusive, and green communities.

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 Manual

The Youth work manual on non-formal education methods to prevent corruption in business was created to help youth workers, educators, and entrepreneurs explore the impact of corruption on society, business, and the environment. Using innovative non-formal education methods, it enables young people to develop integrity and ethical awareness while actively contributing to democratic and sustainable communities.

Corruption undermines societal trust, economic fairness, and directly threatens environmental sustainability. Decisions guided by integrity support the well-being of both society and nature, making anti-corruption efforts vital for healthier, greener futures.

This manual serves as a flexible resource for those wanting to integrate the topics of integrity, ethics, and sustainability into youth activities and business practices. Organizations and institutions can use it to strengthen the rule of law and promote shared values at local and regional levels.

Through applied, participatory methods like: dialogue, reflection, and cooperation, young people are empowered to design initiatives that promote transparency, accountability, and care for the common good. The manual's foundation in integrity, responsibility, transparency, equality, the rule of law, sustainability, and cooperation reflects not only the principles of a fair society but also the personal commitment required for positive change.

CONTEXT AND RATIONALE

Corruption remains a major challenge undermining democracy, economic growth, and public trust across Europe and the Western Balkans. It weakens the rule of law, damages confidence in institutions, and creates barriers for businesses and young entrepreneurs who strive to succeed through merit and innovation.

Corrupt business practices, such as the misuse of ecological funds, illegal dumping, and neglect of environmental regulations, cause significant harm to communities and ecosystems. For instance, bribery that leads to the failure of enforcing anti-pollution laws results in degraded water sources and loss of biodiversity. These problems impact not only economic development but also the wellbeing and sustainable future of society in this region.

For young people, especially those entering business or public life, understanding how corruption occurs and learning how to counteract it are essential steps toward building fair and transparent communities. Youth work has a crucial role in fostering these capabilities. Through non-formal education, young people can explore values like integrity, fairness, and responsibility in ways that connect ethical concepts to everyday decisions and real-world challenges.

Importantly, the link between corruption and environmental decline is often overlooked, despite being deeply connected. Corruption in both public and business sectors undermines ecological protection and sustainable progress. Thus, promoting integrity is not only about justice and economic opportunity, but also about safeguarding nature and ensuring a healthier future for all.

Within the European context, fighting corruption and upholding the rule of law are fundamental EU values and essential to the Western Balkans' integration process. This manual contributes by empowering youth workers and young people to become active promoters of integrity and sustainability in their communities, helping bridge shared European values with local needs.

Through education, cooperation, and shared responsibility, young people can become agents of positive change, forming a culture where transparency, respect for the law, and environmental stewardship become lived realities. This manual seeks to provide the inspiration and practical tools to make that transformation possible.

EDUCATIONAL FRAMEWORK

1. Why non-formal education?

Non-formal education offers a flexible, participatory, and learner-centered approach that empowers young people to explore, reflect, and take action. Unlike formal, exam-driven learning, non-formal education emphasizes experience, dialogue, and active participation. It places value on each learner's personal perspective and uses interaction, reflection, and creativity to promote growth.

When tackling sensitive issues such as corruption, integrity, and sustainability, non-formal education engages participants both emotionally and ethically. It creates a safe environment where young people can examine real-life dilemmas, learn from peers, and experiment with different responses. This method fosters the critical thinking, ethical awareness, and civic engagement needed to create lasting social change.

Experiential activities, like role playing, simulation games, debates, and forum theatre, let participants confront ethical challenges first-hand and practice acting with integrity. These experiences do more than share information: they build empathy, decision-making skills, and the confidence to stand up for fairness in real situations.

2. Core learning principles

This manual is based on following core learning principles that shape effective non-formal education in youth work:

- Learning by doing: People learn best when they actively participate and try things out, not just listen passively.
- Reflection and critical thinking: Time and space for analysis help participants connect new knowledge to their own lives and society.
- Participation and inclusion: Every learner is given the chance to contribute and learn, regardless of background or experience.
- Empowerment and responsibility: Young people are supported to take ownership of their learning and become active, responsible citizens.
- Connecting values with practice: Values like integrity, respect, and care for community wellbeing are translated into daily actions, not left as abstract ideals.

These principles help youth workers facilitate learning that goes beyond knowledge, shaping attitudes and the habits needed for long-term change.

3. The role of the youth worker

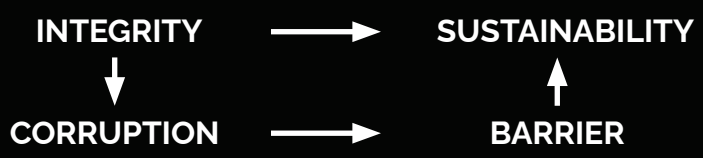
Youth workers serve as facilitators, not traditional instructors. Their role is to guide group processes, foster trust, and encourage young people to explore their values and beliefs. Youth workers act as bridges to the wider community, demonstrating how individual actions impact society and the environment.

In anti-corruption education, youth workers are role models for integrity. Through their everyday attitudes and decisions, they show that honesty, respect, and transparency are living values. Their goal is to empower young people to see themselves as agents of change, capable of building fair and sustainable societies.

CORE THEMES OF THE MANUAL

This manual is built around interconnected themes that guide youth workers and young people in understanding how integrity, responsibility, and sustainability are essential in countering corruption and promoting the rule of law. Each theme serves as a learning focus or foundation for workshops and youth initiatives. Together, they support building a culture based on transparency, fairness, and care for both people and the environment.

Visual pathways: Integrity, Corruption, and Sustainability



- Integrity leads to sustainability: Honest, responsible choices create fair, lasting solutions for business.
- Corruption is a barrier: Unethical actions damage fairness and trust —obstructing progress for businesses and society.

Integrity supports sustainability; corruption blocks progress and harms people and nature.

1. Integrity and personal responsibility

Integrity is the foundation of trust in society, organizations, and relationships. It reflects coherence between values, words, and actions. For young people, it starts with self-awareness and the courage to make ethical choices, even under pressure. Personal responsibility reminds individuals that their decisions impact others and the environment. Youth workers can help participants reflect on their values and consider how ethical behavior shapes everyday life, inspiring consistent and principled action.

2. Corruption and its mechanisms

Understanding the many forms of corruption is essential to prevention. Corruption is not only political or financial scandals but includes everyday practices like favoritism, abuse of power,

and evasion of accountability. These behaviors erode trust, create inequality, and deter social and economic progress. Through open discussion and real-life examples, youth workers support young people in recognizing and challenging corruption in their communities and workplaces.

3. Rule of law and European values

The rule of law underpins democratic society, ensuring equality before the law and transparent, accountable governance. In Europe, it interlinks with fundamental values including human dignity, justice, equality, and solidarity. Youth workers can explore with participants how these values manifest in school, work, civic participation, and environmental stewardship. Understanding and respecting the rule of law empowers young people to become advocates for fairness and democratic development.

4. Business ethics and sustainability

Ethical business practices are vital for a transparent, fair, and sustainable economy. Corruption often threatens environmental health through misuse of resources and weak accountability. Sustainable entrepreneurship combines economic success with responsibility and integrity. Youth workers can guide young entrepreneurs toward ethical and green business models that build trust, strengthen competitiveness, and foster long-term prosperity.

Integrity in business is inseparable from environmental responsibility. Companies that act transparently and adhere to green standards protect natural resources and public health. In contrast, corruption, such as bribing officials to ignore environmental laws, contributes to pollution, climate change, and ecosystem loss. Recognizing this, youth and youth workers must advocate ethical choices that support fairness alongside ecological care.

5. Youth empowerment and action

Young people are not just learners but active change makers. Empowering youth means providing knowledge, tools, and confidence to take initiative rooted in integrity and sustainability. By developing projects, campaigns, and partnerships, youth can demonstrate how honesty and responsibility drive progress.

Examples range from student-led transparency campaigns to eco-friendly entrepreneurship and youth advocacy in governance. Supporting youth leadership makes initiatives more relevant, creative, and impactful. Youth workers should encourage young people to design projects, take leadership roles, engage decision-makers, and share success stories, amplifying their contribution to building a fair and sustainable society.

6. Key learnings from this section

These themes are interconnected: integrity lays the foundation for trust; awareness of corruption reveals challenges; the rule of law ensures fairness; ethical business links economic activity with social and environmental responsibility; and youth empowerment turns values into action. Building just and sustainable societies begins with individuals and grows through collective commitment and cooperation.

To translate these key learnings into everyday practice, consider the questions and actions below.

Reflection Question	Action Step
How have you promoted integrity this month?	Start a discussion in your group on values.
Did you witness corruption or unfairness? What did you do?	Report the issue or share it with a mentor.
How does business affect your local environment?	Plan an activity to protect nature locally.

NON-FORMAL EDUCATION METHODS AND ACTIVITIES

The educational activities presented in this manual prioritize participation, creativity, and learning by doing. Research in youth work and anti-corruption education demonstrates that such approaches help participants cultivate personal responsibility, empower them to actively challenge corruption, and promote fairness in society.

Non-formal education creates an engaging and inclusive learning environment where participants learn through experience, reflection, and collaboration. It encourages young people to think critically, take responsibility, and connect personal values with social and environmental issues. The methods presented in this section aim to help youth workers address complex topics such as corruption, integrity, and sustainability in a creative and accessible way.

1. How to use this section

Activities are intentionally flexible, suitable for various ages, backgrounds, and settings. Youth workers should adapt each activity to the needs and context of their group. Every method should conclude with a reflection or debrief, helping participants relate the experience to their values and the broader societal challenges they face.

2. Activity template

Each activity should be described and implemented using this simple structure:

Component	Description
Title	A motivating, clear name
Objectives	What participants should learn or experience
Duration	Approximate time required
Materials	Required supplies (e.g. flipcharts, cards)
Instructions	Step-by-step process
Reflection	Key questions for discussion
Learning outcomes	Expected participant takeaways

3. Examples of non-formal learning activities

Value mapping
Participants identify, rank, and discuss personal values—reflecting on how these shape decisions in business and daily life.
Reflection: Which values are most challenged in practice? How do they connect with corruption or fairness?

Integrity in action
Youth act out ethical dilemmas in business or community life, and then discuss options and consequences.
Reflection: How did you feel making decisions in the ethical dilemma? What influenced your choice, and would you act differently in real life? What did you learn about standing up for integrity even when it is challenging?

Corruption simulation game
Participants take on roles in a fictional organization and must make key decisions that challenge their integrity. The activity allows youth to experience firsthand how corruption can arise and spread, and to reflect on the impact of transparent vs. unethical choices in business and community settings.
Reflection: How did it feel to face ethical challenges during the simulation? What strategies helped you or your group stay transparent, and what made it harder to resist corruption?

Integrity tree
Groups visualize values, actions, and outcomes through creative art, identifying positive (roots/leaves) and negative (toxic elements) influences.
Reflection: What values did you include as roots or leaves on your tree, and why? How do the "toxic elements" impact your tree—and what steps can you or your group take to strengthen integrity in real life, despite these challenges?

Debate: Can a green company be corrupt?
Youth debate whether environmentally responsible companies can still be unethical, exploring the links between sustainability branding and genuine integrity.
Reflection: Was it convincing to argue that "green" companies can act unethically? What examples of "greenwashing" or contradictory behavior did you encounter or discuss?

Community action plan

Teams design practical projects, like campaigns, promoting integrity, transparency, or environmental responsibility, and receive group feedback.

Reflection: What problem did your team choose to address, and why is it important for your community? How can your project strengthen integrity or transparency locally, and what challenges do you expect when turning your plan into action?

Forum theatre

Youth create and perform scenarios involving corruption or ethical dilemmas. The group pauses to discuss alternatives after each performance.

Reflection: What feelings came up in your role? Which choices supported integrity, and which made the problem worse?

4. Facilitator tips

Creating a supportive and dynamic learning environment is essential for helping young people explore complex issues like integrity, corruption, and sustainability. The following tips will help youth workers guide activities with confidence and ensure every participant feels valued and engaged.

- Ensure a safe, supportive space for open sharing.
- End each activity with reflection; this makes learning meaningful.
- Relate exercises to the real life of participants.
- Balance discussion with creative elements like art or storytelling.
- Stress that learning about integrity and sustainability is ongoing.
- Adjust complexity for age and background—simplify for younger groups, deepen for older youth.
- Use reflection forms before/after activities to measure impact.
- Encourage peer feedback and mentorship.
- Recognize participants' efforts (awards, public praise).
- Utilize digital tools as appropriate for engagement.
- Stay responsive to group needs and interests.

5. Facilitator checklist table

To help youth workers ensure high-quality facilitation and meaningful learning, the checklist below summarizes key actions and best practices to apply when leading anti-corruption and sustainability activities.

Task	Guidance
Adapt activities	Match context and participant needs
Promote inclusion	Ensure all voices are heard
Facilitate reflection	Debrief after each activity
Connect actions to life	Use relevant real-world examples
Collect feedback	Use forms or group discussions

TOOLS FOR YOUTH WORKERS

Youth workers play a critical and unique role in helping young people understand and practice values such as integrity, transparency, and sustainability. Through your mentorship and example, you guide participants to turn ethical principles into everyday decisions and positive actions within their lives and communities.

This chapter shares practical strategies and advice to support your efforts: from facilitating sensitive discussions and investing in professional development, to adapting activities for your group, building partnerships, communicating effectively, and evaluating impact. Each section is designed to make your youth work more engaging, responsive, and effective, so you can empower young people to grow into responsible, ethical citizens.

1. Facilitating sensitive topics

Discussions on corruption, ethics, and responsibility can spark strong emotions or disagreements. The facilitator's task is to create an open, respectful learning environment where all feel heard and safe.

Key tips for facilitating sensitive sessions:

- Establish group agreements at the start, covering respect, confidentiality, and active listening.
- Encourage dialogue and understanding, not debates or "winning" arguments.
- Recognize participants may have varied familiarity or experience with the topics.
- Remain neutral yet supportive, guiding reflection and not judging opinions.
- Listen and adapt to participants' comfort, including pausing, redirecting, or shifting into small group or one-on-one discussions.
- Address sensitive or upsetting views calmly, modeling respectful responses.
- Provide emotional support and acknowledge that discomfort and questions can lead to growth.

Creating a safe atmosphere helps participants share real experiences and explore moral questions honestly and empathetically.

2. Facilitator development and self-care

To create transformative experiences for young people, youth workers must also nurture their own learning and wellbeing. Being an effective facilitator means staying curious, seeking new ideas, and building the personal resilience needed to lead challenging discussions about integrity, corruption, and responsibility. Ongoing professional growth not only benefits you, but also models lifelong learning and self-respect for participants.

Investing in self-care and peer support protects against burnout and strengthens your ability to inspire others. Below are some recommendations to help facilitators maintain effectiveness and personal balance in their vital role:

- Participate in training on non-formal education, digital tools, and anti-corruption topics.
- Reflect after sessions: what went well, and what could be better next time?
- Connect with peer support groups or professional networks to share resources and tackle challenges together.
- Prioritize self-care and stress management, especially after emotionally demanding sessions, to sustain energy and engagement.

3. Adapting the content

Non-formal education is most effective when it speaks directly to the realities and needs of your group. As a facilitator, adapting activities means shaping content so it feels relevant, engaging, and supportive for every participant. This process includes:

- Using examples, stories, and materials that reflect participants' cultures, backgrounds, and daily experiences, so youth see themselves in the learning.
- Selecting local case studies or scenarios that connect business, corruption, and sustainability to familiar situations.
- Simplifying complex concepts or language for younger participants, or those without prior knowledge, while building depth and challenge for older or more advanced groups.
- Actively integrating environmental challenges, business realities, and ethical dilemmas that matter in your community, making learning practical.
- Ensuring all participants can contribute by considering gender, social background, ability, and other factors that may influence engagement and access.

A flexible and culturally sensitive approach makes learning more inclusive, authentic, and impactful, encouraging young people to apply integrity and sustainability in their own communities.

4. Building partnerships

Building partnerships with a diverse range of organizations and stakeholders can greatly expand the reach and effectiveness of your youth work. Collaborating with others provides fresh ideas, new resources, and greater opportunities for young people to learn and make an impact in their communities.

Expand your impact by collaborating with various stakeholders, such as:

- Local government or institutions working on transparency.
- Responsible businesses and start-up hubs.
- Environmental groups advocating green practices.
- Schools, universities, and NGOs in civic education.

Partnerships foster mentorship, joint projects, and stronger community commitment to values.

5.Communication and outreach

Effective communication is essential for inspiring young people and the wider community to value integrity and sustainability. As a youth worker, make sure your messages are clear, inclusive, and motivating, hence everyone feels engaged and empowered to participate. Thoughtful communication builds trust, encourages action, and helps positive values spread beyond the group.

- Use storytelling, social media, and creative visual campaigns to showcase real-life examples of integrity and sustainability in action.
- Encourage youth to share their achievements, learning, and ideas with others, amplifying their impact locally and online.
- Be transparent in your own projects, openly communicate goals, methods, lessons learned, and outcomes.
- Choose inclusive, accessible language that avoids jargon and stereotypes, making se everyone can understand and connect to your message.

This approach ensures your communication does more than share information. The communication should motivate, builds relationships, and inspires others to join in creating honest and sustainable communities.

FROM LEARNING TO ACTION

Real change happens when learning moves beyond awareness to concrete action. This chapter is designed to help youth workers and participants transform their knowledge of integrity, responsibility, and sustainability into visible improvements in their communities and everyday lives. By supporting reflection, project design, collaboration, and long-term engagement, youth workers encourage young people not just to understand ethical values, but to put them into practice and become positive examples for others.

The sections that follow offer practical guidance on how to identify local challenges, design meaningful initiatives, build partnerships, multiply the impact of each action, and maintain progress over time. The main goal is to empower youth and youth workers to become active representatives of fairness, democracy, and transparency, so that integrity and sustainability become not just lessons, but lived realities.

1. From reflection to initiative

During and after the training, participants are encouraged to reflect on how corruption, ethics, and environmental responsibility appear in their own surroundings. Through guided discussions and planning exercises, they can identify local challenges and design initiatives that respond to them.

Possible starting questions include:

- What examples of unfair or unethical behavior exist in our community?
- Who could be involved in promoting transparency and environmental care?
- What small steps could we take to make a visible difference?

Youth workers should support participants in turning ideas into concrete, realistic actions that reflect their context and capacities.

2. Designing local actions

Local actions give young people a chance to turn ideas into real impact within their communities. These projects can be shaped by the interests, resources, and needs of the group, and might include activities like:

- Awareness campaigns on integrity, responsible business, or environmental protection.
- Youth-led community projects that promote transparency and civic responsibility.
- Partnerships between young entrepreneurs and NGOs to strengthen fair and green business practices.
- Workshops in schools or youth centers focused on values, ethics, and the rule of law.
- Creative projects, such as art exhibits or social media initiatives that encourage others to stand against corruption and take care of nature.

Every initiative should aim to build trust, cooperation, and active citizenship at the local level by directly involving participants and responding to real community issues.

When developing a local project, youth workers can guide participants through these practical steps:

1. Define the problem and its main causes.
2. Set clear, realistic objectives.
3. Identify stakeholders and partners who may support or benefit from the project.
4. Plan specific actions, set a timeline, and assign responsibilities within the group.
5. Determine the resources needed and consider possible funding options.
6. Put the project into action, monitor progress, and evaluate results together.

With focused planning and teamwork, local actions become powerful tools for learning, change, and building a fairer community.

3. Collaboration and multiplier effect

Actions are most effective when done in cooperation. Youth workers can help participants connect with local authorities, schools, businesses, and media to increase the visibility and reach of their initiatives.

By training and mentoring others, participants become multipliers of the values and methods they have learned. Each new workshop, campaign, or conversation contributes to building a culture of integrity that expands beyond the original group.

Encouraging young people to document and share their activities, through photos, short reports, or online posts, helps inspire others to follow their example.

4. Sustaining long-term impact

To make sure the positive effects of your activities continue well beyond the initial training or initiative, it's important to keep motivation high and maintain strong ties within the community. Youth workers can help by organizing follow-up meetings or online exchanges where participants share updates and experiences, strengthening their ongoing commitment. En-

couraging networking among participants from different regions and sectors builds valuable connections and broadens support for integrity and sustainability efforts.

Celebrating successes publicly not only acknowledges the hard work of participants but also increases the visibility and importance of ethical behavior and environmental care. Linking youth initiatives to existing local, national, or European programs focused on civic participation and environmental protection anchors the work in a larger movement, ensuring greater resources and sustainability.

Long-term impact happens when individuals keep applying what they have learned in their everyday lives and encourage others to join in fostering transparency, responsibility, and care for nature.

FINAL REFLECTIONS

Building transparent, fair, and sustainable societies begins with dedicated individuals, each youth worker, educator, and young person willing to make ethical choices and take action. By using this manual, you have taken an important step toward empowering yourself and others to prevent corruption, promote the rule of law, and civic values.

Every conversation, workshop, and initiative sparked by your work becomes a ripple for positive change. Integrity and sustainability are not one-time actions, but ongoing commitments reflected in daily decisions, relationships, and projects. The values and methods shared here offer practical ways to inspire colleagues, friends, and wider community to act with responsibility and care.

Stay curious, keep collaborating, and support each other to transform challenges into real progress. By choosing transparency and fairness, you help build a future where all have the opportunity to thrive.

RESOURCES AND REFERENCES

The following resources are recommended for youth workers, educators, and young people who wish to expand their knowledge and apply the concepts introduced in this manual. They include educational materials, international and European frameworks, and practical tools related to anti-corruption, youth participation, and sustainability.

1. Key policy frameworks and documents

- United Nations Sustainable Development Goals (SDGs) – particularly Goal 16 (Peace, Justice and Strong Institutions) and Goal 13 (Climate Action).
  https://sdgs.un.org/goals
- European Union Values– outlining the principles and values of EU.
  https://european-union.europa.eu/principles-countries-history/principles-and-values_en
- Council of Europe Youth Work Portfolio – a tool to support quality youth work and competence development among youth workers.
- https://www.coe.int/en/web/youth-portfolio
- Transparency International – global movement working against corruption, offering reports, indices, and educational materials.
- https://www.transparency.org
- OECD Guidelines for Multinational Enterprises – recommendations on responsible business conduct, including anti-corruption and environmental standards.
- https://www.oecd.org/corporate/mne
- UN Convention against Corruption (UNCAC) – the main international legal instrument for preventing and combating corruption.
  https://www.unodc.org/unodc/en/corruption

2. Useful resources for youth work

- SALTO Youth Resource Centres – practical tools, training courses, and publications supporting youth work and participation in Europe.
  https://www.salto-youth.net
- European Youth Portal – information on volunteering, mobility, and civic participation for

young people across Europe.
https://youth.europa.eu

- Erasmus+ Programme Guide – EU funding opportunities for youth projects promoting active citizenship, inclusion, and environmental awareness.
  https://erasmus-plus.ec.europa.eu
- Youth Work and Human Rights Education Manuals such as Compass and Compasito by the Council of Europe – handbooks on non-formal education and values-based learning.
  https://www.coe.int/en/web/compass

3. Digital toolkits and online resources

This manual encourages youth workers and educators to utilize digital tools and online platforms for continuous learning, networking, and anti-corruption action. Below are recommended digital resources and toolkits that complement the educational activities and methods described in this manual:

- European Commission Anti-Corruption Portal: Up-to-date guidelines, case studies, and downloadable tools for promoting integrity in business and society.
- SALTO Youth Toolbox: A collection of digital resources, training manuals, online activity templates, and collaboration platforms for youth work across Europe.
- Transparency International E-Learning Modules: Free online courses and training materials on integrity, anti-corruption strategies, and civic engagement.
- Council of Europe Youth Work Portfolio Online: Digital self-assessment and professional development tools for youth workers.
- Erasmus+ Project Results Platform: Examples of EU-funded youth initiatives, practical project templates, and networking opportunities.

These resources provide updated guidelines, practical templates, and opportunities for youth workers to connect, share experiences, and improve their impact both locally and internationally.

4. Glossary of Key Terms

Integrity – consistency between one's values and actions; doing the right thing even when it is difficult.

Corruption – abuse of power for personal gain, including bribery, nepotism, and manipulation of resources.

Rule of Law – principle that all people and institutions are accountable to the same laws, applied fairly and equally.

Sustainability – meeting present needs without compromising the ability of future generations to meet theirs.

Transparency – openness and accountability in decision-making and communication.

Accountability – responsibility for one's actions and willingness to explain or justify them.
Youth empowerment – process of enabling young people to take control of their lives and contribute actively to their communities.
Non-formal education (NFE) – structured learning that happens outside formal institutions, focusing on experience, participation, and reflection.

ANNEXES

This section offers youth workers a practical materials and templates to make planning, delivering, and evaluating learning activities simpler and more effective. These examples are designed to be flexible—easy to adapt for different group sizes, levels of experience, and local contexts. The annexes help youth workers tailor their approach to the needs of their participants, supporting creative thinking, reflective practice, and teamwork.

1. Sample workshop agenda

Title: Integrity and sustainability in youth work
Duration: 1 full day (6 hours total)
Target group: Youth workers, young entrepreneurs, youth leaders

Session 1 – Opening and introduction (45 min)

- Welcome and ice-breaking activity
- Presentation of the training objectives and agenda
- Establishing group agreements

Session 2 – Understanding integrity (90 min)

- Group discussion: What does integrity mean to us?
- Value mapping activity
- Reflection: How do personal values influence decisions in work and life?

Break (15 min)

Session 3 – Corruption in everyday life (90 min)

- Corruption simulation game
- Group debriefing and analysis
- Linking integrity, transparency, and fairness

Lunch Break (60 min)

Session 4 – Connecting integrity with sustainability (75 min)

- Small group discussion: examples of "green corruption" and environmental responsibility
- Integrity tree activity

Session 5 – From learning to action (60 min)

- Developing a simple action plan for community or organizational initiatives
- Presentation of ideas and feedback

Closing and evaluation (15 min)

- Reflection circle: What did we learn? What will we take with us?

2. Participant reflection form

Name: .....

Date: .....

Activity or session title:

1. What did I learn today that was new or surprising for me?
2. Which part of the session made me think the most?
3. How does today's topic connect with my personal or professional life?
4. What can I do differently from now on to apply what I learned?
5. What would I like to explore further on this topic?

(Participants may complete this form individually or discuss it in pairs or small groups.)

3. Self-assessment checklist for youth workers

This tool helps youth workers reflect on their own facilitation practice and professional growth.

Before the activity:

- Have I clearly defined the learning objectives?
- Have I adapted the content to participants' needs and context?
- Are materials and space prepared to support participation and inclusion?

During the activity:

- Am I listening actively to participants' experiences and perspectives?
- Do I ensure equal opportunities for everyone to contribute?
- Am I managing time, energy, and emotions effectively?

After the activity:

- Have I gathered feedback from participants?
- What worked well and what could be improved next time?
- How can I use this experience to strengthen my professional development?

4. Feedback form template

Two feedback form options are provided so youth workers can select the format that best matches their goals and participants, whether youth worker need simple ratings and open-ended questions for overall impressions, or focused prompts to track specific learning outcomes and attitudes.

Option 1.

1. How would you rate the overall quality of the workshop?
   (Excellent / Good / Satisfactory / Needs improvement)
2. What part of the training was most useful or inspiring for you?
3. What would you change or improve for future sessions?
4. How confident do you feel about using the methods and tools presented?
   (Very confident / Somewhat confident / Not confident yet)
5. Additional comments or suggestions:

Option 2.

Monitoring/Feedback Question	Participant Response
What did you learn about integrity?	
How has your attitude toward corruption changed?	
Was the activity engaging and useful?	
How will you use what you learned?	
Suggestions for improvement?	

5. Example of a simple local action plan

Title of the initiative:

Youth for Integrity – Clean Business, Green Future

Objective:

To raise awareness among young entrepreneurs about transparent and environmentally responsible business practices.

Key Activities:

1. Organize a public panel with local entrepreneurs and NGOs on ethical business.
2. Create and distribute an online campaign promoting green integrity principles.
3. Develop a youth business pledge to commit to fair and sustainable practices.

Timeline: 3 months

Partners: Local business association, municipality, youth NGO

Expected Results:

- Increased awareness of integrity in business among youth
- New partnerships between young entrepreneurs and civic organizations
- Positive community engagement around transparency and sustainability

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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