

INFOPACK

Erasmus Youth 2023 - Capacity building
in the field of Youth - Western Balkans

Project: With Digitalisation Versus Corruption

TRAINING COURSE Corruption in Business

01-06 May, 2025

Hotel GLORIUS, Lake Mladost, Veles, North Macedonia

Dear Participants, Partners and Friends,

The Institute for Applied Research for Business as a partner and host and EPEKA Montenegro as coordinator of the project “With Digitalisation versus Corruption, funded by the Erasmus+ Programme would like to welcome you to the second project training course titled “Corruption in Business”. The training course will take place in Veles, North Macedonia in the period 1st - 6th May, 2025.

The goal of this training course is to equip the youth workers coming from different countries with skills and competencies about the Rule of Law and core values of integrity, transparency and accountability, especially when it comes to tackling corruption. The training will also enable exchange of knowledge and practices on different ways of tackling corruption in the business sector in the Western Balkans (WB) and other European countries.

We believe that participation at this training course will provide youth workers and young people with the tools, knowledge and confidence to take on leadership roles in their communities and advocate for stronger anti-corruption policies and anti-corruption measures.

Regarding the participants profile at the forthcoming training course, they will mainly be youth workers from different organizations from the countries participating within this project. The working language of the training course is English.

We are looking forward to welcome you in beautiful North Macedonia.

*Institute for Applied Research for Business, Host
EPEKA Montenegro, Project Coordinator*

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1. Project info

Project summary

DigitalVScorrupt is Erasmus+ CBY in WB project with main aim to fight Corruption in the EU and WB with digital tools and empowerment of youth and people in EU and WB.

Corruption is a complex social, political and economic phenomenon that affects all countries. It undermines democratic institutions, slows economic development and contributes to governmental instability. Corruption attacks the foundation of democratic institutions by distorting electoral processes, perverting the rule of law and creating bureaucratic quagmires whose only reason for existing is the soliciting of bribes.

WB is struggling with the corruption already decades and the task of CSO's and Youth organizations is to tackle one of the hardest enemy of nowadays society to defend EU core values as Democracy, Rule of Law, Common Values and to promote Active citizenship and to bring closer WB to EU.

Project Objectives

- To empower youth workers and others for countering corruption in WB and EU
- To enhance the capacities of the participating organizations in WB in terms of increasing their knowledge on the ICT field in the sense how digital tools can discover corruption
- To implement the EU youth strategy in WB and raise awareness about the importance of the EU values, Rule of Law, Common Values in the WB
- To foster dialogue on the local, national and international level with the political decision makers about the harm that the Corruption is capable of doing regarding safety and stability of EU and WB against external forces.

Project activities

The project includes various activities like meetings, trainings, workshops, national capacity building activities, youth exchanges, conferences and campaigns.

Project results

The project is expected to produce numerous results such as 75 educated youth workers on the field of corruption, 60 participants from 14 countries active on Youth exchange, 240 participants included in national capacity building activities, over 150 participants at the final conference.

Project consortia

- EPEKA Montenegro, Project coordinator
- Phiren Amenca International Network (Belgium)
- ZDRUZENJE EPEKA, SO.P (Slovenia)
- Institute for Applied Research for Bussines Skopje (North Macedonia)
- Transparency International Iceland (Iceland)
- Qendra Open Doors (Albania)

- EPEKA Berlin (Germany)
- Eycb Breclav (Czech Republic)
- Udruzenje Akustikum (Bosnia and Herzegovina)
- Lykia Izcilik Ve Doga Sporlari Kulubu Dernegi (Turkey)
- Arcigay (Italiy)
- CET Prizren (Kosovo)
- EPEKA Serbia (Serbia)
- Feio (Polska)

2. Travel and accommodation information

Arrival day: Thursday, 1st of May 2025. The program will begin in the evening of 1st of May with a welcome dinner.

Departure day: Tuesday, 6th of May 2025 in the noon. A morning session for concluding remarks will be held.

Venue and accommodation

Hotel GLORIUS
Lake Mladost, Veles
1400 Veles, North Macedonia

- Participants will be accommodated in twin rooms.
- Three daily meals and two coffee breaks will be provided.



Travel

Partners are expected to take safe and economical means of transports. Please try to do it as green as possible. All partners have limited travel costs. All the travel proofs must be sent to the coordinator after the training course ends (boarding passes, travel documents).

Airports nearby Veles:

- Skopje, North Macedonia
- Ohrid, North Macedonia
- Solun, Greece
- Niš, Serbia
- Prishtina, Kosovo
- Tirana, Albania
- Sofia, Bulgaria

For transfers from airports to the venue and accommodation in Veles, we highly recommend the participants to send us information about their arrival in Macedonia (when and where) so we can recommend the easiest and most economical transportation. If possible, we will try to arrange a pick-up for the participants from the place of their arrival.

Participants that will land at Skopje airport can come to the accommodation and meeting venue directly by taxi.

Otherwise, they should do the following itinerary:

1. Skopje airport-Skopje International Bus Station: Skopje airport to Skopje International Bus Station can be reached by bus or taxi.
2. Skopje - Veles: Take a bus from Skopje to Veles. At the Skopje International Bus Station there are buses to Veles in every 15-30 minutes, no need for previous reservation. The link for the international Bus station in Skopje is <http://m.sas.com.mk/en/Default.aspx>
3. Veles - Hotel Glorius: Hotel Glorius is outside the city of Veles. There is no public transportation between these two locations, so participants should take a taxi.

Travel expenses are covered by the sending organizations.

Make sure you arrange the appropriate travel documents. Costs of visa are excluded in the reimbursement. Please provide the invoices. In case of questions, do not hesitate to contact us.

Insurance

Please bring your valid European Health Insurance Card or other travel insurance that covers health treatment costs in case of non-EU citizenship.

Currency

The Macedonian currency is Macedonian Denar (1 euro is around 61.5 denars) Paying by bank card is very usual, however it is recommendable to have cash on you. You can also find an ATM almost on every corner in the city center and hubs.

Weather

The daily temperatures during May in Veles are around 20°C-23°C. During the night the lowest temperatures are 10°C-12°C.

Youthpass

Every person who takes part in an Erasmus+ Youth in Action project is entitled to receive a Youthpass Certificate. The Youthpass Certification helps to record the acquisition of competencies, as well as to confirm participation and identify the respective project. Attention to the planning of the learning process and consideration of participants' personal learning outcomes are an integral part of the initiative. The policy seeks to encourage awareness of non-formal learning and youth work.

Registration at info@iarb.edu.mk

Contact persons

For any other issue regarding the training course please contact:

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3. Training course programme

May 1st 2025

Day 1:

09:00 – 19:00 | Arrivals
19:00 – 21:00 | Dinner
21:00 – 21:30 | Getting to know each other
21:30 – 22:00 | Energizer game
22:00 – 22:30 | Group discussion
22:30 | Party

May 2nd 2025

Day 2: Understanding Corruption in Business

07:00 – 09:00 | Breakfast
09:00 – 09:30 | Introduction to the Training
09:30 – 11:00 | What is Corruption? Definition, Types & Global Impact

11:00 – 11:15 | Coffee Break
11:15 – 12:30 | Corruption in Business: Key Risks & Consequences
12:30 – 13:30 | Lunch Break
13:30 – 15:00 | Ethical Business Practices: Codes of Conduct & Policies
15:00 – 16:30 | Group Activity: Analyzing Business Ethics Scenarios
19:00 – 21:00 | Dinner
21:00 | Intercultural event

May 3rd 2025

Day 3: Legal Frameworks and Compliance

07:00 – 09:00 | Breakfast
09:00 – 11:00 | International & National Anti-Corruption Laws
11:00 – 11:15 | Coffee Break
11:15 – 12:30 | Compliance & Corporate Governance in Preventing Corruption
12:30 – 13:30 | Lunch Break
13:30 – 15:00 | Identifying Red Flags & Corruption Risks in Business
15:00 – 16:30 | Role-Playing Exercise: Handling a Corruption Incident
19:00 – 21:00 | Dinner
21:00 | Local party

May 4th 2025

Day 4: Business Integrity & Corporate Social Responsibility (CSR)

07:00 – 09:00 | Breakfast
09:00 – 11:00 | The Role of Business Integrity in Sustainable Growth
11:00 – 11:15 | Coffee Break
11:15 – 12:30 | CSR & Anti-Corruption Initiatives
12:30 – 13:30 | Lunch Break
13:30 – 15:00 | Building a Culture of Transparency & Accountability
15:00 – 17:00 | Interactive Discussion: Best Practices in Business Ethics
19:00 – 21:00 | Dinner

May 5th 2025

Day 5: Business Integrity & Corporate Social Responsibility (CSR)

07:00 – 09:00 | Breakfast
11:00 – 14:00 | Conference
14:30 – 15:00 | Lunch Break
15:00 – 19:00 | Free time
21:00 | Farewell party

May 6th 2025

Day 6: Conference

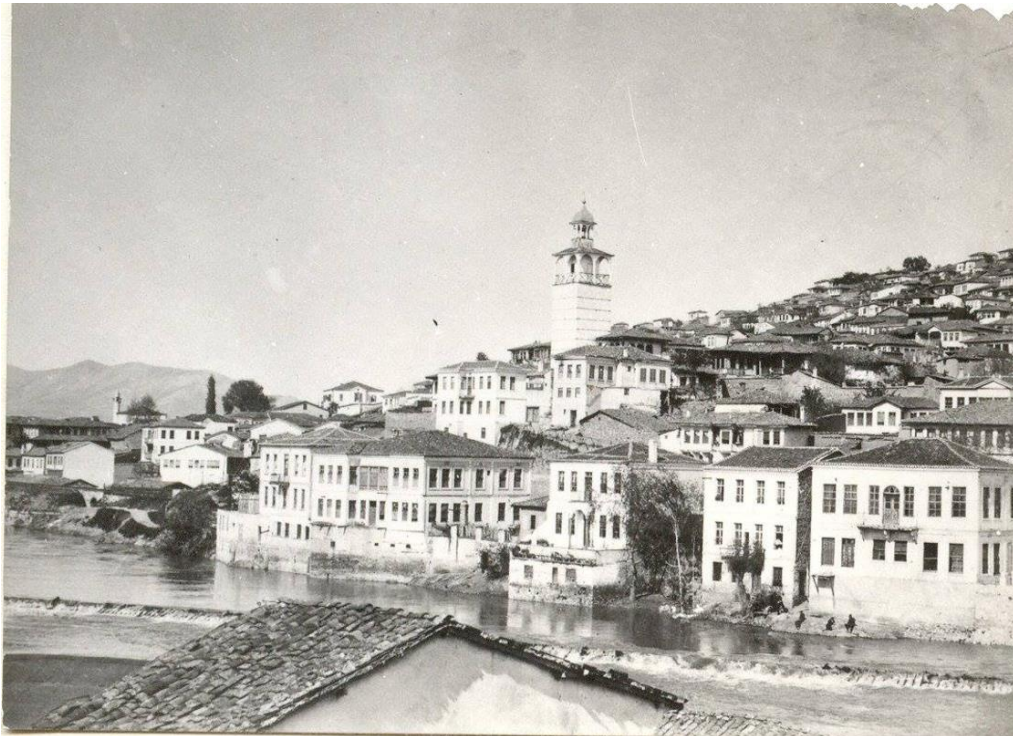
09:00 – 10:00 | Evaluation and awarding of the Youthpass
10:00 | Departures

4. About Veles

Veles: The Heart of Macedonia's Heritage

Nestled in the heart of Macedonia, Veles is a city of deep historical significance and vibrant cultural legacy. It linked the European North and South, Rome and Constantinople, the Old Continent and the Orient.

Throughout history, Veles has been a center of education, literature, and revolution. It is the birthplace of Macedonia's first gymnasium, first outdoor theater, first library, first museum, and first music school. With its origins dating back to 168 B.C., the city has changed names over the centuries, but today's Veles is most commonly linked to the Slavic word "v les" (meaning "in the forest") or the Slavic god of herds, Veles. According to Slavic anthropologists, the hills along the course of the Vardar River were inhabited by herdsman, who believed in Veles, the god of herds, and hence we can assume that the Macedonian city is also named after one of the gods of Slavic mythology.



A City of Poets, Revolutionaries, and Legends

Veles has long been a cradle of Macedonian thought and sacrifice. It is the city of Kocho Racin, a revolutionary poet who took the surname of his unfulfilled love. Veles is also home to the Gemidzii, a group of young idealists who sacrificed their lives for Macedonia's freedom. Their daring acts, including the Thessaloniki assassinations, were meant to draw global attention to the Macedonian cause. Jordan Pop Jordanov, the leader of the group, took his own life rather than

be captured.

Exploring Veles: A Journey Through Time

A 40-minute drive from Skopje, Veles invites visitors to step into history. The city's charm lies in its narrow, winding streets, where houses seem stacked atop one another, leading to the town center and beyond. Here, walking isn't just a mode of transport—it's a way of life. Even today, older residents keep the tradition of strolling to the park, the river, and the markets, where they chat, play backgammon, and relive the past.

The city offers a blend of history and culinary delights. Visitors can enjoy delicious

barbecue and pastrmajlija (Macedonian meat pie) at many traditional restaurants.



History lovers will find themselves drawn to Kocho Racin's stone-built house, which preserves his original manuscripts. The newly built Veles Theater, a center for artistic expression, stands in the city's heart. Across from the park, cozy cafés and restaurants invite guests to relax and soak in the atmosphere.



Further along the river lies the Veles Mosque, while the old town reveals hidden treasures, such as the Holy Mother of God Church (Vlach Church), and nearby, the Ascension Church, dating back to the 14th century, is famous for its unique icons of Noah and Saints Peter and Paul.

Across the river, the memorial houses of the Kasapovi family, Djinot, and Glavinov stand as cultural landmarks, each with its own historical significance. Perhaps most striking is St.

Pantelemon Church, built in 1840. Its architecture combines Byzantine elegance with Baroque influence, and its remarkable acoustics—created by embedding pottery into the walls and using egg shells in the mortar—make it one of the Balkans' architectural masterpieces.



A City That Lives On

The city, once a crossroads of diverse cultures, is now renowned for its wine tourism and rich gastronomy. Nestled in the heart of the country, Veles offers visitors a wealth of attractions, including authentic architecture, scenic mountain and lake tourism, and a remarkable collection of buildings dating back to the 14th century.

Veles is more than a historical and cultural landmark; it is a living testament to Macedonia's resilience and spirit. From the revolutionaries of the past to the poets and intellectuals who shaped the country, the city continues to inspire. It remains a place where history, tradition, and modern life intertwine—where the past is remembered,

and the future is built on a foundation of courage, knowledge, and hope.





Veles awaits you!
