

Based on Article 103 paragraph 1 point 8 of the Law on Higher Education (Official Gazette of the Republic of Macedonia no. 82/2018 and Official Gazette of the Republic of North Macedonia no. 178/2021) and the Statute of the "Mother Teresa" University in Skopje, Rector's Council approved the following decision:

ANTI-CORRUPTION PROGRAM

Corruption, as a harmful and negative phenomenon in society, causes a problem in the quality and efficient provision of higher education and the conduct of scientific research in all universities in the world, even in the "Mother Teresa" University in Skopje. The purpose of this document is to define the activity of the "Mother Teresa" University in Skopje (hereinafter referred to as: MTU), in the direction of strengthening the policy of preventing corruption in higher education. Designing effective anti-corruption strategies at MTU requires knowing the different forms through which corruption manifests in higher education, which would enable the most appropriate anti-corruption approach. For this reason, MTU adopts the Anti-Corruption Program, which includes a set of anti-corruption measures that will build and promote the integrity of the University.

In accordance with the Law on Higher Education and the MTU Code of Ethics, MTU conducts work in the field of higher education and scientific research in a legal, professional, honest and ethical manner. MTU performs its work based on the Law on Higher Education, the Law on Employees in the Public Sector and the relevant legal framework for the prevention of corruption and conflict of interest, procedures for public procurement, financial affairs, internal financial audit, employment and advancement, protection of indicators and free access to public information.

MTU implements a policy of not tolerating any form of corruption within its work. MTU aims at professional work with the preservation of the integrity of employees, students and all third parties with whom it cooperates and dedicates itself to the creation and implementation of effective systems for the prevention of corruption.

At MTU, corruption is understood as: any action or omission committed by a member of the university community in the performance of his work activity and obligation and in return for which he seeks or accepts any benefit or interest for himself or another person; any excess and violation of the performance of the chosen function in the organs and bodies of the MTU and units of the MTU; the rules established for the conduct of midterm exams and exams, the evaluation of essays and seminar papers, the defense of diploma and master's theses, selection in calls, etc., due to a benefit, convenience, advantage or other interest promised, offered, given, solicited, received or expected materially or immaterially directly or indirectly by a member of the university community, either for himself or for another.

In higher education, corruption mainly includes the abuse of the authority of teaching staff, office bearers and other employees of the University, in order to achieve material benefit, services or other personal benefits (gifts, sponsorships, expert engagements, trips, political influences, etc.), in exchange for non-selective, fair concessions and unacceptable concessions in the conduct of midterm exams, exams, master's theses defenses, and doctoral dissertations, abuses in the awarding of certificates and diplomas.

This program is aimed at taking preventive measures for creating unfavorable conditions for unethical and corrupt behavior of MTU employees, students and all third parties with which MTU cooperates.

1. PROGRAM ACTIVITIES

Anti-corruption activities are aimed at raising the awareness of MTU employees and students to achieve a high level of professionalism and integrity in the realization of study programs, research and

application activities of the University, which will affect the reduction of corrupt phenomena and behaviors.

According to what was mentioned above, the MTU Anti-Corruption Program for the academic year 2022/2023 will pay special attention to:

- prevention, which means removing the causes of corruption
- awareness of employees and students about the necessity of high professionalism in action;
- strengthening the integrity of employees;
- raising ethical standards to the highest level.

The priority goals will be:

1. increasing the accountability and transparency of MTU work;
2. digitalization of services;
3. promoting the integrity of teaching staff, employees and students;
4. promotion and continuous implementation of the MTU Code of Ethics;
5. continuous and specialized training of academic staff and employees at MTU;
6. motivating MTU students to report corruption;
7. confirmation of the person authorized to receive corruption reports.

1.1. Increasing the accountability and transparency of MTU work

Accountability means that all MTU employees, including the governing bodies of the units, as well as all academic and administrative staff, become responsible, justify and explain their decisions and actions. The purpose of accountability is to strengthen mutual cooperation within and between units and bodies of MTU, the integrity of the academic staff, as well as to increase the confidence of students.

In order to achieve this goal, it is necessary for the MTU to inform the public about regulations, decisions and general work, as well as to be open and provide easy access to all.

Transparency in the operation of MTU means easier access for the public to

regulations, bulletins, projects, decisions, procedures, curricula, public procurements, budgets and information on planned and undertaken activities of MTU bodies and its units. Information must be timely, relevant and easily accessible to the public.

MTU will strengthen cooperation with the media, as well as with student and youth organizations

in order to promote its policies and activities in the field of higher education, applied activity and science. For this purpose, MTU will undertake the following measures:

- Public announcement, in a unified manner, of the composition of all relevant information for students, employees and other users of the services, on the MTU website and its units;
- Full implementation of the provisions of the Law on Free Access to Public Information;
- Informing students about the mechanisms of preventing all types of corruption and conflict of interest and mapping the risks of corruption;
- The availability of survey results for the assessment of academic staff, by students.

1.2. Digitalization of services

With the digitalization of services for all categories of MTU students, provided by the University and its constituent units, increases the transparency, effectiveness, efficiency, access, control and analysis of MTU data. Only well-integrated systems, which contain verified, synchronized and accurate data,

and which in turn reduce the human factor in the processes themselves, can contribute to the reduction of corruption and the easy detection of all abuses that have occurred. With the very process of digitalization and provision of services to students, it is necessary to promote the understanding of electronic documents not only for service users, but also for the staff employed at MTU, as well as the realization of the necessary training for the use of digital technology.

1.3. Promoting the integrity of teaching staff, employees and students

The integrity of the teaching staff of MTU is the principle of their continuous behavior in accordance with ethical values. The integrity of the professor requires that the work of the professor is consistent with clearly defined ethical values, such as equality, impartiality, justice and honesty. MTU must promote integrity at all levels. Professors are obliged to adapt their behavior to the ethical values defined in the MTU Code of Ethics. All teaching staff, as well as all employees and other engaged persons of MTU, must possess knowledge and skills, ethical capacity, and professionalism through compliance with established rules.

Important is the integrity of the members of the governing bodies of the MTU, as well as the members of the Senate, the Rector's Council, the vice-rectors and the rector of the MTU, who, through the establishment of high professional values, must enable compliance with the rules and provisions during work of employees and students, as well as respecting ethical values.

1.4. Promotion and continuous implementation of the MTU Code of Ethics

The MTU Code of Ethics applies to academic and administrative staff. This code also applies to all those persons who participate in the University's work and activities and to those institutions with which the University has cooperation agreements. All these persons should be familiar with the MTU Code of Ethics, which will ensure ethical awareness and strengthen the integrity of university employees. The MTU Code of Ethics is systematically understood, accepted and applied by all persons involved in it. Compliance with the Code of Ethics implies the elimination of many reasons for the possible appearance of corruption in the ranks of the academic and administrative staff as well as in the university leadership. The Code of Ethics identifies which are considered unacceptable and are subject to the responsibility defined in the established procedure and with the relevant sanctions imposed by the commissions for the implementation of the MTU Code of Ethics, namely: the University Ethics Commission, established by the Senate of the University.

1.5. Continuous and specialized training of academic staff and employees at MTU

University staff, in support and promotion of the career system based on professionalism, it is necessary to be trained in the knowledge and goals of professional and ethical work to be able to promote high values through its work to the general public, promote high standards in professional and ethical work. This also includes capacity building to detect corruption risks and implement effective anti-corruption measures. In the realization of this activity, the leading bodies of the MTU, as well as its units, have the main role, which must organize specific and continuous training for all employees.

For this purpose, it is necessary to prepare an annual training program for university staff with suitable topics from the field of anti-corruption in higher education, with examples from daily practice and with special emphasis on perceived deficiencies from previous work.

1.6. Motivating MTU students to report corruption

Students are among the main people in the detection of corruption in the University and it is necessary to motivate and raise awareness among students because in most cases of corruption they cannot be detected without their participation and active involvement in the process. Students do not actively participate and hesitate to present corruption for subjective reasons and because of the possible consequences. Therefore, we as a university in order to make students aware of the negative impact

of corruption in higher education must organize seminar meetings, round tables and other activities aimed at preventing corruption.

1.7. Confirmation of the person authorized to receive corruption reports

The person authorized to accept reports on corruption at MTU is a person appointed by the academic staff, namely a professor at MTU, who is obliged to accept reports on corruption, protect the identity of the reporters if necessary, and submit reports of regular six-monthly reports to the MTU Senate, reports which will serve as a basis for the preparation of analyzes and action plans for the prevention of corruption in the MTU. The leadership and constituent units of MTU must be committed to preventing conflict of interest, using all legal and ethical mechanisms for its avoidance. There is a clear link between corruption and conflict of interest. Corruption can often involve cases of conflict of interest, but not all cases of conflict of interest are simultaneously cases of corruption.