



BIOPOLITICS INTERNATIONAL ORGANISATION



International University for the Bio-Environment

Comments from Students

Green Salary

2011 (Spring Quarter-Fall Quarter), 2010

BIOPOLITICS INTERNATIONAL ORGANISATION

International University for the Bio-Environment

e-Learning Programme

Green Salary – Spring Quarter 2011

Comments and Feedback from Students

The material provided in the course was very interesting. It tells us about the real situation and current practices related to the improvement of the environment in a lucid manner. The material has given me a wide and better understanding of the word “green.” The information provided in the study material lays the foundation for “green thinking.” It clears several basic doubts related to environmental protection and quality improvement. It makes it easy to relate our each and every activity with the environment and assess its direct and indirect impact on the environment in both the short and long term. The examples illustrating the points mentioned further enhance understanding. Being a consultant, I found the course altogether helpful in providing me with a better understanding of various sectors and their basics, and, also, the impacts of various activities on our surroundings. It helped me in sharpening my analytical, logical and argumentative skills. It also kept me abreast with the latest developments in the “green field.” I am very grateful for being a part of such a nice course. **Saumya Pandey**
Management Trainee, IL&FS Environmental Infrastructure and Services Limited, India

The course module has enabled me to have a broader outlook on environmental issues and to grasp the great effects that simple acts have on the environment. It helped me to integrate various aspects in my teaching to give relevance to the course that I teach. The most valuable topics were brownfield restoration and green employment in the transport sector. I have been involved in small projects on evaluation of heavy metals in underground and river waters, and in the use of agricultural wastes in production of ethanol, and now I have a broader view that can help me and others in applying and influencing the commercialization of the projects in an environmentally sustainable way. **Leonard Gitu, Lecturer, Jomo Kenyatta University of Agriculture and Technology, Kenya**

This course helped to me understand better how environmental policy encourages competitiveness and innovation in business, to find out more about how you can raise awareness of the economic and environmental importance of brownfield restoration and the return of environmentally impacted property to productive use, to show how more responsible management practices in agriculture and forestry offer opportunities for job development etc. This will help me in my future projects/courses than I am planning to organize for youth between 18-25years working for different NGOs. **Simona Voican, Student, London School of Marketing, Bonn, Germany**

The online course offered a new structuralized perspective on the topic of Green Salaries. At present, the Romanian scientific literature has quite a few resources that are up to date related to this field. As a potential teacher at The Bucharest Academy of Economic Studies in the field of Environmental Policies, this course offered me the possibility to have a basic background in my research and also to accumulate useful

knowledge for my further activity. The first valuable aspect of the Green Salary course was the fact that the course had been organised in an excellent manner, having separate modules for each field of interest, which helps a lot in understanding and using the information. The second valuable aspect was the fact that the course provided the most important topics in regard to assuring the adequate implementation of the green salary concept, emphasizing innovation and the importance of adopting such a perspective both for the environment and for society. **Țăpurică Oana–Cătălina, Ph.D. Student, The Bucharest Academy of Economic Studies, Romania**

I work for the Water Management Directorate in the Ministry, so I cannot directly apply most of the practices or initiatives in my everyday work. But this course has given me an overall idea and expanded my knowledge on the creation of green jobs and initiatives. I am of the opinion that I have more fully realized the importance of such green initiatives in the field of water protection and preservation and public campaigns for rational water usage among households and businesses in terms of their social and economic benefit. From now on I will keep in mind the opportunity to participate or promote such initiatives, either on behalf of the Ministry, or as an environmentally conscious citizen of the Republic of Bulgaria. **Daniella Baulova, Senior Expert, Ministry of Environment and Water, Bulgaria**

I write articles on the environment and water, and, now climate change has taken center stage. The course on Green Salaries has broadened my knowledge of the inter-relationship of these issues and aspects of environmental conservation and business growth, as well as the future of the green economy. **Bennett Oghifo, Correspondent, THISDAY Newspaper, Lagos, Nigeria**

This course has been very interesting and useful for me. At the International Master of Business Administration (IMBA) program, we often focus on the business aspects of life. However, up until this course, I used to undermine the importance of the environment. **Kerim Nuryyev, International Master of Business Administration, I-Shou University, Taiwan, ROC**

The material which was available during the course is excellent and has enormous significance for teaching, by addressing many debatable issues in a lucid and presentable way. The information was exhaustive and will be very useful for my classroom teaching. As I am involved with teaching research pertaining to cleaner technology and one course in Disaster Management, the understanding developed from the material has enormous implications and will be an asset for me when facing the audience in the classroom and will make me confident to answer many of their queries. **Professor Amitava Rakshit, Assistant Professor, Institute of Agriculture Sciences, Banaras Hindu University, India**

This course is enlightening. Personally, I did not know, before now, that there can be opportunities in environmental issues like climate change/global warming, land degradation, etc. This course is also all-inclusive. Recently, I became a member of the research fellows of my institution, and basically, we carry out research on social issues like these. The materials are current, qualitative and rich in literature. Basically, my knowledge on climate change, especially regarding the opportunities offered by climate change mitigation, has been broadened. The impact cannot be measured, as my contribution to our research cannot be quantified. Every chapter of the course thrills me, especially green salaries, bio-tourism, art and environment, green buildings, green

employment in the transport sector. Finally, I want to use this opportunity to thank the initiator of this program, Prof. A. Vlavianos Arvanitis, for her efforts to bring this course to beneficiaries like me free of charge. More powers to your elbow. Once again, I appreciate you and your team. **Anyanwu Queeneth Odichi, Librarian, African Institute for Applied Economics, Nigeria**

My work is associated with sustainable development, control of environmental protection activities and audit of a company's facilities. Companies certified by ISO-14001:2004 are concerned about good track recording of environmental issues and well-timed trouble shooting. So I really obtained valuable information from Chapter 2 of the course module related to environmental policy, hiring greener employees, improving the green status of a company, incorporating green practices in the daily life of employees. The environmental regulations are becoming more stringent thus requiring investments in new technologies, equipment and personnel skills so we are required to be proactive and efficient. Environmental jobs anticipate new potential for companies currently oriented towards waste management opportunities. Chapter 3 is also a valuable element of the course material as it discusses essential aspects of environmentally sound business practices. Companies are also striving to comply with both internal environmental policy and national/international regulations so as to reduce environmental burden and contamination risks. Well-timed investments in making products greener and the local environment cleaner can help to avoid tensions with the local population and environmental authorities. The "polluter pays" principle is well described in the chapter and we apply it in our daily practices by incorporating the pollution-prevention element. Better monitoring assumes efficient management, as the sooner we reveal the non-compliance, the quicker we take corrective actions to prevent further degradation. Chapters 4 and 8 will help me greatly in making presentations about the eco-footprint and in preparing newsletters/bulletins about green buildings and a green homes campaign. I am grateful to the teaching staff for the detailed, valuable and informative learning materials that helped me substantially to improve my knowledge for future use in routine activities. **Oxana Beloglazova, Senior Environmental Specialist, PetroKazakhstan Operating Services Inc., Republic of Kazakhstan**

This course helped me a lot in learning more about green jobs, and how they can be applicable in all countries whether they are industrial or developing ones, and how we can solve the unemployment problem and help mother nature at the same time. As a lawyer who works in the field of environmental law and participate in the civil society in Egypt, this course gave me a lot of ideas that can be applicable in Egypt in order to serve the Earth and the human resource as well. **Rania Ghallab, Private Attorney, Alexandria, Egypt**

From this course on Green Salaries, I have gained knowledge and understanding that we should not make a contradiction between growth and the need to protect the environment. Economic growth has to be "inclusive" so that it benefits all sectors of the population. For this to happen, change must come across the board, including to the way people live, the way they organize socially and the way politics are conducted. All the topics are relevant and interesting. Urbanization is defining the trend of the 21st century. Green growth is not only about combating climate change. Green growth is also a question of energy independence and therefore energy security – in other words, national security. Green growth is also good economics. Each of us needs to do our

part to create a tremendous positive impact on our lives and the life of the planet. Many thanks. **Kwang Boon Lee, Vice President, United Nations Association of Singapore**

The given theme seems interesting to me, as, recently, mankind has been seriously hit by the unemployment problem. Since 2008, all the economic crises which have had an effect on all spheres of human activity have concerned the damage caused to the economy of our country. I have learnt many new and interesting ways to reduce unemployment and to give people the chance not only to receive money, but also to have a favourable influence on the environment, which, in my opinion is the most valuable aspect of the course. **Olga Koval, Saint-Petersburg State Technological University of Plant Polymers, Russia**

The green salaries concept is in the budding stage in India and therefore this material has helped me in identifying and spreading awareness about the avenues of such fields. The topic on green buildings was very informative, as green buildings are being promoted in my country too. The incorporation of aesthetics into environmental planning and design was also a new concept; various examples showed how even seemingly small initiatives can grow to be big and provide valuable employment besides helping to enrich the environment. In fact, I was inspired to start my own website with the help of my classmate on dissemination of environmental protection (<http://greencleanguide.com>) and analysis of environment related information after reading this course. **Puskar Pande, Environmental Officer, XIDAS, New Delhi, India**

The material of the given course considerably expands our outlook and shows the interrelation of economy and ecology, likely the most important areas at the present time. As the most valuable aspect of the course, it is possible to consider the curbing of unemployment through the achievement of a favourable environment. The economy is concerned with unemployment, and the achievement of a non-polluted environment is the main objective of ecology. The given aspects can find application at all levels of financial and ecological themes. In connection with my specialisation, it is very important to consider the interrelation established between the basic areas, including economy and ecology. Therefore, application of the given theme, in practice, is possible in all subsequent work of the ecologist. **Gennady Potanin, Saint Petersburg State Technological University of Plant Polymers, Russia**

I am teaching English to various ages of students and I need to be aware of current environmental issues. Green salaries, green jobs and bio-tourism were the most valuable aspects of the course. I will certainly share my gained knowledge with my students. Thank you for the great course! **Anna Grehova, English Teacher, Turkmenistan**

I really liked this course because the materials contain a lot of ideas about how to create jobs for environmental protection. In my opinion, this question is very important for our republic. In my primary work activities I can apply this knowledge in such programs as “Ecocampus – environmental education building of the future” (topics include Energy efficient buildings – less waste more jobs, Greening the built environment and promoting zero emissions cities, Green employment in the transport sector, Working for cleaner environments and Esthetics and the environment and the green economy). The projects are implemented by the “AKMENA” Kyrgyzstan Public Association of which I am also a member. So I think that this course greatly enriched

my knowledge and inspired new ideas. **Elena Shilonosova, Republican Children's and Young Centre of Ecology, Local History and Tourism, Department of Education, Kyrgyz Republic**

I think this course was worth attending because it is very interesting and helpful. The lecture material is explained in great detail. I learned a lot interesting facts about green ecology, green jobs and cleaner production. The course has helped me to become more familiar with this contemporary topic. After completing this training course I have had new ideas on how to enrich and improve my seminar work with students. I am going to recommend the training course to other colleagues from my country. **Professor Anna Dimitrova, Assistant Professor, Faculty of Industrial Technology, Department of Materials Science and Technology, Technical University of Sofia, Bulgaria**

I consider the most valuable aspect of the course the fact that I learned examples in the field of green cleaning. It was a challenge for me to learn about green jobs and their benefits. **Artan Beka, IT System Administrator, PTK, Kosovo**

The material helped me to broaden my knowledge on opportunities for employment given by green salaries, which I learned during my course of work. I presume that in the future some of the information presented will be useful when preparing strategies or policies on the protection of nature/environment. Also, in my capacity as a citizen, the course is valuable to me, because I can share proposals and participate in activities for the improvement of our urban environment that replicate good examples and use suggestions from the lecture materials. **Desislava Stefanova, Senior Expert, Ministry of Environment and Water, Bulgaria**

The online course provided a detailed approach on the new European Union trends regarding sustainable development programmes. The material is very useful because my PhD dissertation is about promoting sustainable development related policies in the Romanian economy. Also, the course provided the basic background for developing new investment projects, and the practical examples may become real opportunities for developing new activities and SMEs in Romania. **Florin Tache, Ph.D. Student, The Bucharest Academy of Economic Studies, Romania**

The material provides thorough information and will be useful for my job, especially when dealing with tasks related to green growth. However, I would expect the renewable energy section to be more extensive. I would also suggest introducing references within the text. **Vasileios Rizos, Trainee, European Commission – DG Environment, Belgium**

The content of the course was interesting and covered most important aspects of the topic. It provided course participants with a solid basis, enabling further learning, understanding and exploration of these issues. **Jelena Knezevic Jaric, Officer, "Endemit" Ecological Society, Serbia**

The course helped me to acquire a deeper knowledge of the topics covered, which I am interested in and which I enjoy very much. It also filled a gap in my biological education and will give me a better chance to find a job in the sphere of ecology. One of the most valuable aspects of the course is that it makes clear the interconnection of the social, political and environmental spheres. I like that this message comes through the material clearly. Since we are slowly but steadily heading towards a sustainable future,

I find the course very useful because it opened my eyes to green solutions in different businesses, developments and trends. I do believe I will be able to incorporate what I have learned during this course in my future job. **Kamelia Miteva, Bulgaria**

The course material has broadened our scope of reasoning concerning income generating activities linked with environmental conservation. We will be able to use this material to come up with new project ideas and enhance our lobbying techniques. We believe that we can learn a lot from the green buildings module. **Masango Sone, Executive Director, Green Cameroon, Cameroon**

This module was very helpful to me in the preparation of some of my teaching materials using valuable examples. Chapter 10 which explains about agriculture and soil management is particularly useful to me. A chapter focusing on climate change related to green salaries would also be useful. In addition, the material is very useful in the preparation of community related awareness programmes using renewable energy sources in the production process. **Muthucumaran Sugirtharan, Senior Lecturer, Department of Agricultural Engineering, Faculty of Agriculture, Eastern University, Sri Lanka**

I studied the course material in detail and it fully coincided with the development issues that are covered in my project. I am working to ensure sustainable environmental health, by promoting safe water, environmental sanitation and hygienic practices. I learnt that when environmental resources are not managed in a sustainable manner, their degradation can perpetuate poverty and hunger, an escalating problem in developing countries like Bangladesh. As we are racing to gain economic wealth and social advancement in a short-sighted manner, that is often more harmful than beneficial, the need to promote the sustainable use of resources on which the poor rely, becomes increasingly urgent and an area where the Green Salaries program can prove particularly beneficial. However, a green salaries program may be more appropriate for certain developing countries like Bangladesh due to a limitation of financial and other resources. In such cases direct assistance from developed countries may be a more appropriate approach for dealing with environmental problems while at the same time fighting poverty and hunger. In this context, an environmental corps could be formed to assist developing countries face the international environmental crises and achieve sustainable development. The needs are many, as developing countries face a plethora of different environmental problems, including but not limited to, improper management of water resources, encroachment of deserts as a result of saline intrusion in the coastal belt of Bangladesh, improper disposal of waste materials. Adopting different technologies, like waste management through recycling of solid waste (biogas plant, solid waste composting plant etc.), surface water treatment, and ground water recharge by rainwater etc. could create a lot of green jobs and protect the environment with the incorporation of green salaries issues in my work. **Nur Mohammad, Project Manager, Nabolok Parishad, Bangladesh**

As a Master's Student at the Faculty of Engineering specialising in Construction Management, I decided to write my Master's thesis on the topic of Green Buildings. So I am interested in the topics related to my Master's topic. **Moneeb Genedy, Engineering Teaching Assistant, Shoubra Damanhour, Egypt**

The Green Salary is a very new topic for me that I enjoyed throughout the study materials. Every case study included in the course was inspiring and motivating. With

every new success story, I was imagining a successful environment-friendly nation. This course was really fruitful in the context that it developed my understanding of possibilities for creating green jobs in almost all sectors. As I am an environmentalist always focussed on the improvement of the environment, I will always be incorporating this knowledge in my work in the following days and years. Last but not the least, I was enlightened by this course. **Rabin Raj Niraula, Student, Central Department of Environmental Science, Tribhuvan University, Nepal**

The materials in this course provided new insight into the subject matter. I am now able to appreciate much more the value of green salaries and its relationship to the environment. Because the course was set at a very basic level of intended understanding, it was both easy to understand as individual units and as a whole. My field is very technical in nature and thanks to the approach to reach users in this course, I am now able to better appreciate and understand how my field of study, Geoinformation Technologies, can fit into this area. The most appealing aspect of the course were the examples used and how they fit in well to give an overall great discussion of the various sub-topics. **Ron Mahabir, PhD. Student in Earth Systems and Geoinformation Science, George Mason University, USA**

The overall assessment of the course is absolutely positive. Very often during my work I need to communicate with students who expect to graduate soon. The question of further employment is one of the most important for them. Therefore, the information from the course could be quiet useful to present a professional outline for people who will start working soon. I wish the course would include more case studies (especially the ones that include famous companies as a sort of professional motivation). **Vladimir Kedrov, Environmental Management, Capital University of Economics and Business (CUEB), Beijing, China**

The module covered enough materials regarding green salaries, which could be relevant to my work in terms of the environment as a global issue, and has a very relevant correlation the with economy, particularly unemployment, as one of the issues that usually become a “threat” in implementing green initiatives due to prioritizing their urgency. However, in my opinion, the course module contains some degree of subjectivity and in some parts seems too idealistic in the solutions it proposes. The most valuable aspect of the course for me is the chapter on environmentally sound business practices, since it shows that the environment may be more than a marketing tool in business, but can also work as a competitive advantage which may benefit the company itself, the employees, the community, and the environment, at the same time. **Gina Karina, Permanent Assistant Lecturer, Universitas Pelita Harapan, Indonesia**

The material covered in the course is interesting and thought-provoking, as the issues addressed are increasingly important and the awareness of people is still not strong enough. Environmental pollution is growing, just like unemployment all over the world. Thus, the burden on the environment is becoming so great that there are no chances for mankind to survive if thinking and acting are not changed in order to improve living in the social and environmental sense. **Angela Altunian, Expert, State Fund Agriculture Paying Agency, Bulgaria**

The material covered in the course module makes me think a lot about green salaries and green employment. Except for my main job, I am an active member of the social life of my region. Unfortunately the theme of green cleaning is not so developed in my

country, unlike other developing ones. So, the examples given in the course module pushed me to try to implement some of them in Ukraine. I hope that the obtained information will not only be of theoretical but also of practical use. And I am very grateful for the examples given on the implementation of green cleaning, as well as green salaries as a whole. **Vladislav Antypov, Business Development Manager, Global Carbon B.V. (The Netherlands, Utrecht), Ukraine**

As an economist and international business consultant, I had familiarized myself with the use of the individual terms of microeconomics and macroeconomics, like sacred or inviolable numbers, with a bureaucratic and technocratic dimension. These terms, however, in the framework of Green Development, also acquire the dimension of human quality of life and culture. Thus, the usefulness of my profession and its social recognition is being rediscovered in bioethics and ethical bio-development. **Maria Paraschaki, Economist, Consultant to the Intermediate Administrative Authority of the Region of Crete, Greece**

The course material helped me to better understand the intrinsic link between eco-building and employment opportunities. This year, I have been actively involved in green building and green economy projects, focusing mostly on the impact of such eco-friendly activities on the environment (curbing of greenhouse gas emissions, enhancement of energy efficiency within buildings, etc.) and on health (indoor pollution, hazardous material and products, health-related consequences, etc.). The well-developed papers provided during the course allowed me to gain insight on the social aspect of the green sector, which I can now try to incorporate in future activities/proposals within my scope of work. **Valerio Ponzio, Junior Expert, Regional Environmental Center for Central and Eastern Europe, Hungary**

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Green Salary – Reversing Unemployment through Environmental Protection

Fall Quarter 2011

Comments and Feedback from Students

*As a development activist and with Bangladesh being a direct victim of climate change, I get opportunities to participate in different forums. The course contents have enriched my understanding of green employment for a sustainable environment. The course could cover the basic ideas of green jobs, which would be very useful for me to incorporate in our campaign and advocacy work in the context of the impacts of climate change. The course will help me in rethinking for future planning and redesigning projects and interventions. It will also help me analyse critically, through the lens of climate change, adaptation and mitigation strategies. I am really thankful and grateful to the Biopolitics International Organization for giving me this opportunity. I will take more courses offered by B.I.O. in coming semesters. **Sazzadur Rahman Chowdhury, Executive Director, Bangladesh Freedom Foundation (BFF), Bangladesh***

*This course helped me to acquire a deeper knowledge of the topics covered, which I am interested in and which I enjoy very much. The Green Salary is a very new topic for me that I enjoyed throughout the study materials. Now I am able to appreciate much more the value of green salaries and their relationship to the environment. It was really fruitful in the context that it developed my understanding of possibilities for creating green jobs in almost all sectors. I do believe I will be able to incorporate what I have learned during this course in my future job. Being an Environmental Executive, I found the course altogether helpful in providing a better understanding of various sectors and their basics, and, also, the impacts of various activities on our surroundings. Once again, I appreciate you and your team. **Narendra Singh Rathore, Environmental Executive, R.S. Environ Link Technologies Pvt. Ltd, India***

*The course material is very useful and well researched. I picked up valuable details and concepts of environment protection. As a result, I am more knowledgeable and aware of the programs in mitigating climate change. **Sharon Lee Siew, Ng, Singapore***

*The Green Salary, just as the other two courses I took, is a totally new field for me, which I chose out of curiosity and desire to broaden my knowledge and interests. The information provided in the course, however, will help me to evaluate the agricultural policy of my country, Turkmenistan, and possibly make suggestions on how to improve and make this agricultural policy more efficient. **Oksana Yeshshyorkina, Ph.D Student in History, Bilkent University, Ankara, Turkey***

I am a researcher in the Corporate Social Responsibility Laboratory at the International Academy of Business and I am preparing a research proposal for applying for a Ph.D. in this topic. The green economy which includes the idea of “green salaries” is a part of social responsibility that should be created, managed and

regulated not only by industries (which many states may wish for) but primarily by governments. I am going to use the knowledge I gained from this course in preparing articles, publications and my thesis, as one of the main parts of social responsibility politics. This is the first time I have been exposed to the green salaries proposal, and I like the idea to use the unemployed in jobs for the protection of the environment. It will help people to keep their self-confidence and assertiveness, and hone their skills. In addition, it will contribute to the environment and we can start from simple steps. I will be promoting these ideas at meetings in Kazakhstan with governmental representatives, companies and academics. **Yuliya Kharkova, Head of the International Development and Accreditation Department, Researcher at the Corporate Social Responsibility Laboratory, International Academy of Business, Kazakhstan**

The course module has enabled me to have a broader outlook on environmental issues and to grasp the great effects that simple acts have on the environment. The first valuable aspect of the Green Salary course was the fact that the course had been organised in an excellent manner, having separate modules for each field of interest, which helps a lot in understanding and using the information. From now on, I will keep in mind the opportunity to participate in or promote such initiatives as an environmentally conscious citizen. Once again, I appreciate you and your team. **Vinod Kumar Yadav, Ph.D. Scholar, Forest Research Institute, Dehradun, India**

The course gave me insight on things I can do to generate employment, especially in a country like Nigeria where many youths are either unemployed or underemployed. In addition it has given me ideas on new areas of advocacy that I can bring into my organisation's work. I will be happy if a mentoring programme can be set up for the purpose of those whom are willing to promote some of these ideas in their countries. **Uyoyoghene Ugherughe, Nigeria**

While I was working as a Marketing and Administrative Manager at a local hospital in my hometown, Prilep, I was engaged in the processes of defining the way that salaries would be paid to the employees. After taking this course, I was able to pinpoint some areas where I and the owners of the hospital were making mistakes, especially concerning business competitiveness. At that time, we were only aware of how our doctors were implementing marketing strategies in order to increase the number of patients and the services given in general. Now I know that wage policy must have another added segment, in line with the Green Salaries proposal, that could be mentioned as "Environmental Protection Contribution" and be part of the wage scheme creation processes. The Green Salaries course is also an added value for me as a future specialist in EU institutions and policies, which is the Master's program that I am following during this winter semester (2011-2012). Besides the knowledge and experience that I will gain through my Master's degree, the Green Salaries field can become an area where I can concentrate more after completing my degree, and, probably, it will be a field I will continue researching, hoping that maybe, one day, I will have an opportunity to earn a Ph.D. in some area that is related to environmental protection and also to EU policies and institutions. **Aleksandar Talimdzioski, FYROM**

This course is very useful and helpful in describing green jobs resulting from recycling and environmental restoration, raising awareness of the economic and environmental importance of brown field restoration and the return of environmentally impacted property to productive use. It is also very helpful in promoting examples in green

cleaning technology that can help create more work opportunities and show how the transport sector has been one of the most crucial areas for improving the use of clean and renewable energy. I believe that this course will be very useful to me in my future research. **Assem A.A. Mohamed, Central Laboratory for Agricultural Climate, Agricultural Research Centre, Assistant Researcher, Egypt**

The problem of unemployment is a major issue in Kenya. The idea of green salaries helps in creating employment and protecting the environment at the same time. Introducing the idea of green salaries to students will help them to open their minds, so that when they complete their degree they can think of work opportunities or even ways of creating employment through green salaries. **Irene Orina, Jomo Kenyatta University of Agriculture & Technology, Teaching Assistant, Kenya**

The course has broadened my perspective on possible measures that can be taken to protect the environment, especially in the developing world where I come from. I have acquired additional information that I can cite during my teaching of an Environmental Technology course. The most striking and important aspect of the course is the fact that investing in environmentally friendly practices actually pays. I sometimes work in a food analysis laboratory with many gas emissions and chemical releases and now realize that incorporating good environmental practices into my work can attract more clients since, nowadays, people are more health conscious and are looking for greener options for the benefit of the environment and their health as well. **Josephine Kimani, Assistant Lecturer, Jomo Kenyatta University of Agriculture and Technology, Kenya**

I hold an M.Sc. in Environmental Chemistry from the University of Nairobi and desire to work with the government to help improve not only water quality but also the status of environment. This course will add tremendous value to my career not only in terms of academic credentials, but by also adding to the social knowledge that we do not get to be exposed to as scientists. This course will bring in the interdisciplinary element and help me to understand the environmental and social aspects of life (in addition to the chemistry or biology knowhow). It will also help me in drafting a meaningful doctorate research proposal when I start looking for a Ph.D. scholarship. **Nusrat Mutta-Begum, Research Assistant, POPs and Pesticide Residue Analysis Laboratory, University of Nairobi, Kenya**

The material covered in the course module helped my studies. The most valuable aspects of the course were the environmental benefits of ICT and the protection of the environment through the creation of new jobs. **Artan Beka, IT System Administrator, PTK, Kosovo**

The course has exposed me to the concept of green salaries and environmental protection in curbing unemployment, especially in rural areas where more than 70% of the Nigerian population lives. As a legislative to deputy senate president in Nigeria, I will contribute to the formulation of policies and laws that will enhance the concept of green salaries. This knowledge will also help me in setting up regulations that will discourage the over-dependence on technologies with high emission of greenhouse gases in the atmosphere, which worsen the impact of climate change. The most valuable aspect of the course was green jobs in Agriculture and Forestry since the main source of livelihood for most Nigerians is agriculture. Employing green technologies in

Agriculture will improve yields and also encourage sustainable economic development.
Martin Oloto, Special Assistant, National Assembly Abuja, Nigeria

The course is very interesting and has clear objectives. The course material is supported with examples and information. Although the course material is rich, it is presented in a simple way. Also, the material was always available in a systematic way and even before the fixed dates in the schedule. The course material was very important to me, since I am taking environmental courses for my Ph.D. program. I would like to take more courses offered by your esteemed organization.
Mona Mohamed Hamdy Mostafa Sayed Ahmed, Ph.D. Student, Institute of Environmental Studies and Research, Ain Shams University, Egypt

The material broadened my horizons and will help me to find a job more easily, because now I understand what is really going on, on our planet. The green salary concept is the most important for me.
Monika Risteska, FYROM

I am a chemist who presently works with the environmental department. I had no knowledge about urban ecology, so this course was very useful for me. I will be teaching students soon, so I need more information in the environmental sciences.
Marianna Molnárová, Researcher, Department of Ecosociology and Physiotactics, Faculty of Natural Sciences, Comenius University in Bratislava, Slovak Republic

The material which was available during the course is excellent and has an enormous significance in teaching by addressing many debatable issues in a lucid and clear way. The information was exhaustive and will be very useful for classroom teaching. As I am involved with teaching research pertaining to cleaner technology and disaster management, the understanding developed from the material has enormous implications and will be an asset for me in facing the audience in the classroom, making me confident to answer many of their queries.
Sumita Pal, WOS-A, DST, Government of India, Department of Mycology and Plant Pathology, Banaras Hindu University, India

This online course gave me lots of ideas on how to improve the current state of the environment in Kazakhstan. I will use this material in my research and teaching process. This course is also very useful for understanding current trends and points of view on how the international community is engaging in the prevention of ecological problems.
Andrey Belov, Counsellor of the President, Almaty State University, Kazakhstan

I was not aware of the green salary concept until I started taking this course. It is a very valuable concept that, if taken into account and implemented, will not only create more jobs, but also help the environment. It touches almost every sector of the working system and, thus, is easy to implement if people realize how important and highly recommendable it is. Personally, I think the concept is like a breath of fresh air brought into the how-to-help-and-protect-the-environment scheme and it will definitely help me throughout my future research and writing.
Ramona-Mariana Dragomir, Freelance Journalist, Romania

I really enjoyed the new information about a subject I once learned at the University of Debrecen. I will use the revised and new knowledge in English in international capacity building issues, and in the writing of border-crossing, international applications and

projects. The subject matter contains a lot of practical and good examples that can be useful in the development of the region of Szabocs-Szatmar-Bereg. I will use the knowledge which I gained from this course in the framework of teaching capacity building sessions, and in local and international appointments and conferences. **Tamas Szabo, Nature Park Manager/Ranger, The Public Benefit Foundation for the Conservation of Nature and Environment to Protect the Cultural Values of Szabocs-Szatmar-Bereg, Hungary**

By reading the materials, I still cannot answer how to attract more and more people to work and gain green salaries which is really a practical issue in my country. However, I did gain a remarkable amount of knowledge from the course and have a general picture on green salaries. **Tram Nguyen, Vietnam**

By taking this course, I got acquainted with new concepts in the creation of new job positions related to sustainable development and environmental protection. This course will benefit my future progress in environmental security, risk management and crisis management. I will recommend this and other B.I.O. courses to my colleagues and acquaintances. **Stanislav Zahov, Expert, Military Medical Academy, Bulgaria**

This is a nice educational project, well written and well-summarized. The information provided in this course deserves more attention by virtually every citizen on the planet and, for sure, an extra effort from trainees around the world. The Biopolitics International Organisation (B.I.O.) has succeeded in placing a uniquely rich source of information and training material at the fingertips of teachers, students and professionals around the world. This course is very useful and helpful in describing green jobs resulting from recycling and environmental restoration, raising awareness of the economic and environmental importance of brown field restoration and the return of environmentally impacted property to productive use. It is also useful in promoting examples in green cleaning technology that can help create more work opportunities and show how the transport sector has been one of the most crucial areas for improving the use of clean and renewable energy. I believe that this course can contribute a lot to my future research. **Osama Abdella Abdelshafi Mohamad, Assistant Lecturer, Suez Canal University, Egypt**

The Biopolitics International Organisation believes that the e-learning programme of the International University for the Bio-Environment is making a great contribution to humanity, because it allows the sharing of knowledge and experiences. Thanks. I enjoyed reading the material. The effort should be recognized through a multiplication of actions to save life. You are making a great effort in the production of teaching materials. I would have liked a little more class participation though, so as to ask questions or share information with colleagues, taking advantage of the benefits of the e-learning platform used. Thank you for your dedication. **Ludwig Schmidt, Professor Titular, Catholic University Andres Bello, Venezuela**

The course was very interesting and useful for me, not only as a researcher in the field of sustainable development but, also, as an expert with the Ministry of Justice and the Parliament of the Republic of Kazakhstan on issues of draft laws and other normative legal acts. The course allowed me to understand some problems of environmental protection and sustainable urban development, and to make good proposals and recommendations in law-making activities. The material can also be helpful in my teaching activities, because it has many examples and is very easy to understand. I am

going to use the knowledge I acquired from this course in preparing articles, and publications, and in my thesis about the main parts of social responsibility politics. I would also like to use this material in conducting research funded by the Kazakh Ministry of Education and Science, devoted to the problems of the political modernization of our country. **Yuliya Lokteva, Deputy Director, Institute of State and Law, Al-Farabi Kazakh National University, Republic of Kazakhstan**

The material covered in this course module will hopefully help me in my future work considering that these issues were not part of my job until now. My cooperation with NGOs who are directly involved with these issues will help me to implement the knowledge I gained in this course in a better way. **Qenan Maxhuni, Biodiversity Officer, Kosovo Environmental Protection Agency, Kosovo**

I intend to use the knowledge I gained from the course module to make informed choices when looking for a job, purchasing goods and services, and as an additional skill in current and future green business activities. The most valuable aspect of the course was the regular summaries given as questions, followed by short and precise answers. It also provided the breaks needed to help assimilate the course contents. **Kevin Okoth Oluoch, PhD Student, University of Potsdam (UP) and Potsdam Institute of Climate Impact Research (PIK), Germany**

The material covered in this course helped in my classroom teaching by enlightening my students about how to keep the environment clean while earning some income. Youth unemployment is high in Kenya, hence ideas on how to set up small green businesses that clean the environment and generate some money is welcome. Green jobs will not only keep them busy but also offer employment to individuals with low skills. The most valuable aspect of the course that I have incorporated in my field of study is the creation of genetic banks. My field of study is biotechnology. With a few genetic banks of plants, animals and microbes important to biotechnology already available, this initiative can also target city biodiversity and preserve the genetic material of endemic plant and animal species, thereby protecting the enormous wealth and diversity of local species. **Juliah Khayeli Akhwale, Part-time Lecturer/Ph.D. Student, Jomo Kenyatta University of Agriculture and Technology, Kenya**

The material gave me further information about green jobs and expanded my previous knowledge. These lectures provide in-depth knowledge and, at the same time, are a good basis for being competent in the field. The examples provided fit very well in the context. **Tsvetelina Naydenova, Master's Student, University of Forestry, Sofia, Bulgaria**

It has been so wonderful. I actually learnt a lot and have recommended the course to other professionals. When I have the chance, I will write a whole write-up about this course. I will never forget the time I met the Professor in Gijon, Spain. It was a timely opportunity for me and my community in general, and Uganda as a whole. I have been able to realise how jobs can be created out of nature, not necessarily harming the environment. Actually many environmental jobs can be created if people change their behaviour, thus forcing banks and other industries to have environmental specialists and hence create jobs. **Edgar Muganzi, Conservation/Extension officer, Hope Restoration Initiative, Uganda**

The most important aspect for me is that this course describes a lot of good ideas that nobody uses in my country and I had never heard about. I really liked what I read here and really want to put it to practice. Thanks a lot for giving me such a good opportunity to improve my knowledge. I will try to use the acquired knowledge for the benefit of society. **Evgeniia Shvartsman, PR Specialist, Civil Society Support Centre, Kyrgyzstan**

The course module has enabled me to have a broader outlook on environmental issues and to grasp the great effects that simple acts have on the environment. The first valuable aspect of the Green Salary course was the fact that the course had been organised in an excellent manner, having separate modules for each field of interest, which helps a lot in understanding and using the information. From now on I will keep in mind the opportunity to participate or promote such initiatives as an environmentally conscious citizen. Once again, I appreciate you and your team. **Gargi Sharma, Climate Change Specialist, SENES Consultants Ltd., India**

The course material was rich and covered many aspects. I have used some of this material during lectures on the environment and when conducting courses at my institute. **Dr. Adel Ahmed, Senior Researcher Horticulture Research Institute, Agricultural Research Center, Egypt**

During the implementation of projects at the Regional Environmental Center for Central and Eastern Europe, I have the opportunity to meet many stakeholders. The course material increased my capacities in the field of green economy, and gave me a wide set of arguments on why companies/organizations should go green. Besides companies that seek advice on how to be more responsible, we are cooperating with many other stakeholders that need advice on how to manage natural resources in a sustainable way on the one hand, while improving the economic status of the local community on the other. **Aleksandra Sasa Solujic, Junior Expert, Regional Environmental Center for Central and Eastern Europe, Hungary**

The material covered in this course module has helped me in so many ways relevant to my work. I have come to the realisation that, as leader of the Hope Restoration Initiative, I have a lot to do. We can involve ourselves in so many environment friendly activities which can conserve our environment and create job opportunities to help the heavily unemployed population of Uganda. Many of the youths, who constitute the strength of the nation, have resorted to drug abuse, crime and idling due to a lack of jobs. It is high time we seize the moment and make them be productive through the many ways suggested in the course module. The most valuable aspect of the course is that it provides information on dealing with the challenge of unemployment in a more practical way while maintaining a healthy and clean environment. Recycled wastes lie all over cities and no one looks into the issue. We have bare, healthy, unutilised land which can be used meaningfully while creating jobs for the many unemployed. It is high time to sensitize and help the general public and to open our eyes and see how we can start from what we have. **Maureen K. Tumusiime, Chairperson, Hope Restoration Initiative, Uganda**

The material covered in this course was familiar to me from my previous studies but the references cited have helped me to learn more. Also, the data provided was recent and reliable, and, from this study I learned some interesting things that we can do to protect our environment. Creating employment in environmental protection was also very

interesting for me, although there are no unemployment benefits in my country. As the course was systematically designed, it definitely helped me to update my knowledge in a proper way. Regarding its implementation, being a student of zoology, I deal with natural resources in my work and writings. I am also a media person, and I can talk about environmental degradation in a way that will help to make my listeners aware of it. The next step in my life will be teaching, where I will definitely implement these course materials. Thank you. **Madhu Nepal, Teacher, Kathmandu University High School, Nepal**

BIOPOLITICS INTERNATIONAL ORGANISATION

International University for the Bio-Environment

e-Learning Programme

Green Salary 2010

Comments and Feedback from Students

*The materials were so helpful! Especially the questions. Sometimes there were so many details but it helped me. I appreciated the fact that the course was simple and easy to understand and focuses on the main and the important points more than the detailed. I have been using these materials through my work most of the time. Great Job. **Sali Hafez, Board Member, GLOBE Alumni, Egypt***

*This course has been very interesting as it brings into discussion the new concept of a “green salary”. In particular, I appreciate the applied nature of the course with direct advice on how to implement/apply this concept. **Cristina Apetrei, The Netherlands***

*The material covered in this course, vastly expanded my knowledge concerning environmental protection and how one can contribute to the protection of our planet. It provided me with a lot of food for thought as to how one can try and eliminate the problems of today’s world. Combining the legal knowledge I possess I believe this course will significantly contribute to my career, as it has demonstrated the business side of environmental protection. **Anna Magdalena Olak, Greece***

*I am involved in bio-rural tourism, and the material was very useful to me because I could find a lot of new ways and examples of how to combine environmental protection activities with an activity that can generate money. I have a youth organisation that is involved in activities for preserving the environment and in writing projects for youth in protecting the environment and preserving the regional identity. This information was very useful for me and for my colleagues, because we learned a lot of new things about the environment and green salaries. **Iov Claudia Anamaria, Babes-Bolyai University, Cluj-Napoca, Master’s Student, Romania***

*I appreciate the working team who developed such a course and included the most acute questions in the area of environmental protection. The most important thing from my point of view is that all the topics which have an ecological notion are connected with economic issues and can improve the situation of the world and save the living conditions of our planet. At the same time, this is the way to develop our economics and formulate the new vision and philosophy of people in general. It allows working with very familiar things and understanding their importance without any misunderstandings and limits in the information provided. For Ukraine, such an approach is quite new, so during the work with people it opens up the possibility to show the economic interest and raise additional funds for developing the environmental policy of the government. It also helped to structure the information and build up the further exploration of this idea. **Kateryna Berezovska, Senior LFP Dissemination Officer, Fundraising Department, Ukraine***

Thank you for the opportunity to complete this training programme. I have found many aspects related to my work that I was not aware of. Now I know that a good management of the soil and water can provide us not only economic growth, but a good environment/ground for wellness and future development as well. I can teach people how to find the motivation of putting in practice the theory and how to benefit from their work, as well as make the environment benefit from it. **Severina-Andreea Batca**
Research & Development Assistant, Romania

The material of the given course considerably expands our outlook and shows the interrelation of economy and ecology, likely the most important issues of present time. It is possible to consider as the most valuable aspect of the course its main concept, namely the reduction of unemployment with the achievement of a favourable environment. Unemployment costs occupy first place among economic harms, and the achievement of a non-polluted environment is the main objective of ecology. These aspects can be further applied at all levels of finance/ecology relations. In connection with my specialisation, I consider very important the establishment of interrelationships between the basic areas, including economy and ecology. Therefore, the application of a given theme in practice is possible in all the subsequent work of the ecologist for the achievement of full perfection. **Gennady Potanin, Saint Petersburg State Technological University for Plant Polymers, Russia**

The material covered presented a whole new view in environmental protection. The concept of a “green salary” opened up new ways in decreasing unemployment, which must be followed. When applying for the course, I just was looking for new materials, new concepts in the environmental protection. Now, after completing the course, the “INQUA-Moldova” NGO, where I am a member, has applied for a UNIDO cleaner production project that will be implemented in Moldova. The course material served as a good basis and showed me the necessary way in my work plans. **Galitschi Inessa,**
PhD Student, Moldova

The given theme seems to me interesting because, recently, mankind is disturbed by the unemployment problem. This theme is actual; since 2008 the economic crisis which has had an effect on all spheres of human activity has concerned the damage caused to the economy of our country. I have learnt many new and interesting ways to reduce unemployment and to give people a chance not only to receive money, but also to have a favourable influence on the environment, which, in my opinion is the most valuable aspect of the given theme. **Maria Volcova, Saint Petersburg State Technological University of Plants Polymers, Russia**

“Green Salary” and the other two courses I took are totally new fields for me, which I took out of curiosity and a desire to broaden my knowledge and interests. The information provided in the course, however, will help me to view and compare the agricultural policy of my country, Turkmenistan, and possibly, make suggestions on how to improve and make the agricultural policy more efficient. **Oksana Yeshyorkina,**
MS Student, Turkmenistan

It helped me to better understand the concept of sustainable development and it gave me concrete examples of how this concept can be included in every part of our lives. **Anca Andreea Calugaru, Becker Consult Consultant, Romania**

In the future, when I become a diplomat expert, I will probably use the principle of the Green Salary as I consider it valuable. The unemployed are happy with good work, and the employer with a protected environment. It is good that people think in this direction. And if the inhabitants of each country and each city think of environmental protection, perhaps environmental contamination will stop and subsequent generations will be given a healthy life. **Olga Koval, Saint Petersburg State Technological University of Plants Polymers, Russia**

My studies focus on the use of European funds and financial instruments for regional development. This also includes financial instruments used for the development of human resources and the protection of the environment. The course has given me a broader perspective on the possibilities of job creation whilst preserving the environment. **Anca Anitei, National School of Political and Administrative Sciences, Bucharest, Romania**

The material covered in this course helped me a lot during my work. The most valuable aspect is the benefits of cleaner production. I was able to incorporate it into my own work and to discuss the benefits of cleaner production. **Artan Beka, University of Prishtina, Kosovo**

This course material will help me in different ways. But above all, given the current situation of our world (climate change), it will now be possible for me to see the diverse impacts of climate change and the possible options that we have to tackle the problem. Since my organization focuses on the environment and on policies, strategies, laws and regulations that incorporate the issue of climate change, the course will be important in examining different ideas and measures that must be taken to address the problem while developing environmental and climate related laws. The most valuable aspect of the course is that it is enriched with timely and hot issues of climate change and that everybody is urged to contribute to cleaner production, green employment and to green development overall. **Hilina Getachew Belete, Environmental Legal Expert, Ethiopia**

The online course offered a new structuralized perspective on the topic of “Green Salary.” At present, the Romanian scientific literature has few resources that are up to date related to this field. As a potential teacher at The Bucharest Academy of Economic Studies in the field of Eco-Technologies, this course offered me the possibility to have a basic background in my research and also to accumulate useful knowledge for my further activity. The first valuable aspect incorporated in the Green Salary course was the fact that the course had been organized in an excellent manner, having separate modules for each field of interest, which helps a lot in understanding and using the information. The second valuable aspect was the fact that the course provided the most important topics in regard to assuring the adequate implementation of the green salary concept, emphasizing innovation and the importance of adopting such a perspective both for the environment and for society. **Oana Catalina Tapurica, MS Student, Romania**

The material covered in the course has helped me in my work by providing the most recent events and explanations in the field of green jobs. The demonstration with examples of the new jobs in the field of greening the environment is the most valuable aspect of the course. **Sakunda Ojha, Environment Officer, Nepal**

*I found the materials provided relevant, rich, in-depth, and absolutely useful for being able to answer the given questions. **Stefania Romano, Head of the Italian Trust Fund, Hungary***

*I will begin by admitting that this course was totally new, but very informative and in the end quite useful in keeping with global trends. I have gained significant knowledge on this topic and was particularly impressed with the aspect of the green salary and how it works. Being an environmentalist, I am always interested in understanding the operations of other countries etc. and this course has been advantageous in giving me exposure to Eastern lessons and practices. I have begun sharing my newly learned knowledge with co-workers and students that I interact with, and the response has been tremendous. One of the high points of this course is the organization of such wide topics into manageable modules. **Marlyn Ramjeet-Samad, Lecturer, Guyana***

*The material of the course was very descriptive and elucidative. All concepts are well explained with the help of appropriate examples from the real world. This course enables me to understand the potential areas where jobs can be created through the protection of environment. This course also helped me to think in a different way, so that I, myself, can find many other new ways to create jobs through the protection of my own environment, in my city and neighbourhood. I will strongly recommend to my department to include such topics in undergraduate and graduate courses to enlighten the new generation with such an innovative idea. **Afshan Urooj, MS Research Student, International Islamic University, Pakistan***

*As I am working as a Program Coordinator of exchange programs between the EU, the USA and Turkmenistan, I deal with different areas: education, sciences and the environment. I am a member of Biocheshme too. It is a youth ecological movement. The material that has been provided is very helpful in making up presentations on new sustainable methods of using mineral resources in agriculture, and in creating round tables and models in agriculture. 63% of the population of Turkmenistan is unemployed. Creating green jobs will help reduce unemployment and improve the environmental situation in some regions and cities of Turkmenistan (sorting wastes, using raw materials, etc). **Aleksey Grehov, Program Coordinator, American Council for International Education, Turkmenistan***

*I am very thankful to the organizers of this course, as it is very informative. I consider as most valuable the chapter on opportunities for green jobs in agriculture and forestry, as, now I am working with the Ministry of Agriculture of Armenia. As an environmentalist who is working in the agricultural field, I am very interested in jobs improving agriculture for the benefit of the environment. **Anahit Aghababyan, Project Assistant, FAO, Armenia***

*This course contains new information and I enjoyed studying it. I am interested in the topics of recycling and using clean sources of energy (solar energy) and the genetic banks. Thank you. **Professor Azza Tawfik, Faculty of Agriculture, Assiut University, Egypt***

This course module has helped me recognize the imperative need of developing programs that would be further on translated into environmental policies and has also given me a much wider analysis of the countless job opportunities and research subjects that result from actively protecting the environment. I believe the most valuable aspect

of the course is related to the numerous environmental policies that could be developed in the future, policies that would contribute to a different, much wider development of the job market and would end in a win-win situation in so many aspects: economic growth, a healthier and more relaxing environment, more jobs on the market, more comfortable housing and transportation conditions, cleaner production of consumer and industrial goods. In the future, I hope I will be able to incorporate most of the information of this course into clear environmental policies that will contribute to the sustainability of our planet. **Irina Gabriela Pele, MA Graduate, Vrije University, Romania**

The module Green Salary explains the principles and aspects of overall economic development, in line with the requirements of environmental protection and sustainable development. The main area of my work is focused on the gas market in South East Europe, and the program is not exactly related to it. But, I am glad to learn more and to have an overview of development possibilities, linked with energy and environment issues in general. Additional tasks in my everyday work are linked with biofuels, as the part of energy from renewable sources. In that direction, Chapter 8, "Green employment in the transport sector" has been particularly interesting and useful to me. **Karolina Cegir, Gas Expert, Energy Community Secretariat, Austria**

The materials helped me expand my knowledge in the environmental field and teach me how I can contribute to a greener society. In my opinion the most valuable aspects were green buildings, brownfields, and bio-tourism. **Mohamed Abdalla, Student, Information Technology Institute, Egypt**

This course helped me a lot in knowing more about green jobs and how they can be applicable in all countries, whether they are industrialized or developing, and how we can solve the unemployment problem and help mother nature at the same time. As a lawyer who works in the field of environmental law and participates in civil society in Egypt, this course gave me a lot of ideas that can be applicable in Egypt in order to serve the Earth and human resources as well. **Rania Ghallab, Senior Partner, Mersaw Law Firm, Egypt**

The material covered is a great source of information with illustrations that promote critical thinking in respect to environmental issues. This information will be a great help in my senior thesis. In particular, I refer to environmental programs and creative initiatives carried out in various states that helped to preserve the environment. This is exactly what I was looking for. **Tatyana Geldimammedova, Student, American University in Bulgaria, Turkmenistan**

The materials of the course have helped a lot. The course offers concrete material on the subject and this subject was not in the curriculum for classroom teaching. Classroom teaching also did not have such a beautiful illustration, but classroom teaching has definitely given some ideas in learning and understanding the contents in depth. Definitely, the entire course was very valuable. It talked about the GREEN SALARY, and definitely green jobs create a win-win scenario. It also explained all about green jobs, green buildings, green finance, green employment and technology, green jobs in agriculture and transport. The historical background and the conservation approach were very well illustrated. Also the chapters talked about pollution control and management of resources with lucid explanations and very good examples. The e-learning course will definitely help me in my professional life. I am just a fresh graduate and also have just started working in a firm and it has enhanced my

knowledge and boosted my confidence. I would love to join such courses in the future. This course was definitely new to me and I enjoyed it a lot. Thank you very much Biopolitics. **Rajiv Ghimire, Student, Central Department of Environmental Science, Nepal**

As an employee of an Environmental Protection Authority, the course is of so much help for my job. We introduce and review projects of Clean Development Mechanisms (CDM). The ones mentioned in the course will give us new ideas in terms of future CDM projects. **Wengelawit Tadesse Teklemichael, Legal Assistant, Federal Environmental Protection Authority, Ethiopia**

It has enabled me to know that the unemployed can also contribute to the environment. I intend to start a similar initiative where the unemployed youth in my estate volunteer for environmental works like clean-ups. **Wilson Rading Outa, Research Fellow, The Rand Institute for Policy and Education, Kenya**

I find the material covered in the course module very beneficial in my long term plan studies. I recognize the importance of environmental economics and its importance as an emerging field of study. Being an economist and an activist I find the information provided very useful; it nourished my background and developed my understanding in different aspects. The most valuable aspect in this course is that it has been supplemented by lots of examples to support the arguments proposed and the importance of the new projected ideas. Definitely this would allow me to dig deeper those materials for further analysis from a significant economic perspective to accurately measure their reliability and significance as well as those of the correlated methods that could apply for my motherland. **Ala'a Mohamed, Student, Egypt**

I have really enjoyed taking this course. The vast amount of reading enhanced my knowledge in the sphere of environmental protection. My favourite theme to read and learn about was how businesses turn competitive after involving environmental protection strategies into their business strategies. When I studied at the Rochester Institute of Technology, I wrote did my Master's Thesis research on "Environmental Assistance for Small Businesses: Best practices for maximization of small business participation in state funded environmental compliance programs." Learning about the subject of the Green Salary has once again proven the theory I used to defend my thesis: when small businesses apply best environmental practices they increase their overall company profits. I will use the gained knowledge in my everyday life at home or work. I will also share the information gained with my colleagues and friends. **Gulya Kolakova, Communications and Strategy Coordinator, Central Asia AIDS Control Project, Kazakhstan**

As I am a student of the environment, the course module helped me a lot to broaden my knowledge about the green salary. Though I couldn't spend enough time on detailed study of the course because of my thesis preparation, I found it helpful for my voluntary services in various private NGOs. Especially the topics regarding green buildings, green employment in the transport sector and the green salary itself were new to me. But I found these modules a good way of acquiring information on these topics as well as others. **Rojina Rawut, Nepal**

The material helped me a lot to get to know the experiences of other youth initiatives and their tremendous effort in saving their environment, and their governmental

supports to such environmental projects. I needed to know this, in order to be motivated to make positive changes in my country and to my environment. So thanks for all your tremendous efforts and support, and above all, thank you for believing in the youth from all over the world, and believing in their efforts of change to save and clean our environment. Thank you. **Amany Youssef, Civil Engineer, Alexandria University, Egypt**

I benefited most from the international examples as to how the green salary and urban greening concepts were implemented in practice, which has been very valuable for my work. **Nataliya Dimitrova-Popova, Project Manager, UNDP, Bulgaria**

The studied material was absolutely new and interesting for me because I never thought that environmental protection could be achieved using the “green salary” approach. The training course provides a lot of examples on how the environment interacts with other economic sectors, and for me, as a legal consultant, this information will be very useful during the harmonization of the national legal framework with European Directives. **Galitchi Sergiu, MA Student, State University of Moldova**

The material is rich in content with references which helps me gain information in an easy way. I am working in the field of Environmental Education, Environmental Psychology, etc. The material mentions the present environmental crisis, green technology, market economy and the unemployment issue, and shows how to resolve the issues through introducing a green salary. At least for the last eight years I was thinking of how to integrate sustenance of rural life and the protection of the environment. The explanation and issues raised here gave me a fresh and enriching look to develop my view. There are multiple ways to foster environmental cleanliness. The material gives insight and shows practically that aspects of sustainability issues such as recycling and reuse can not only be integrated with development but can be a base of development. When the material talks about alternative building structure it comes to mind that in third world countries like India, green architecture is originally traditional structure. Due to rapid urbanization with a consumerist lifestyle people of developing countries like India are deviating towards non-green architecture and it is necessary to bring this particular issue in education at all levels. Therefore, for me it is enriching. However, I feel the material has missed an opportunity to bring the philosophy of sustainable living e.g. Gandhian philosophy of a self sustaining community consisting of non-greedy individuals. It is high time to check, re-look and question the consumerist life style. **Saurav Shome, Research Scholar, Homi Bhabha Centre for Science Education (TIFR), India**

Being an environmental chemist, these notes are of valuable help for the preservation of the environment. **Kishore Boodhoo, Lecturer, Mauritius**

The course discloses how employment and environment and also natural resources issues are interdependent. It perfectly teaches me how one country's unemployed work force can engage in the protection of the environment and make money from it. This course especially can apply to our county where there is a large unemployment rate and a large amount of environmental degradation. The course assists me to look for the best way of reducing our country's unemployment rate through protecting our environment. I will struggle to mainstream these issues in our country's legal and policy structure as I am legal personnel. Just like the natural recourses course, the most valuable aspect of the course was providing examples of many countries good experiences and helping me

to contrast my country's status. I am now competent to integrate the lesson I learnt from this course into the country's developmental and environmental policies, strategies and law. Thank you very much!! **Shelemat Tesfaye Junfesa, Environmental Legal Expert, Federal Environmental Protection Authority, Ethiopia**

I work in a company which produces building materials and new systems and solutions, and we are mainly involved in the chemicals field. We belong to the Green Building Association. Today, construction materials and new systems are oriented towards respect for the environment, in order to avoid pollution both in their application as well as in their end-of-life processing at the moment of their recycling, and products and solutions are more and more involved in the green building field. Therefore, today, and surely more and more in the future, our sector is one of the most involved in worldwide environmental problems. Therefore, green solutions, green systems, green materials, green technologies and green services are the basic elements to create better cities in the future. This is also well mentioned in the part of the course explaining the LEED accreditation system for improving quality of life and re-evaluating constructions, both new or restored, which are otherwise against the actual social and economic trend and, of course, environmental needs. From all these basic points it is easy to deduce that "green salaries" are already a matter of fact, and they will be more and more involved in the social point of view. My job is mainly to develop commercial relations abroad, in all the world, looking for technically prepared and organized distributors and giving them commercial and technical assistance, but, I also hold regular seminars and meetings explaining the advantages of green buildings, the LEED accreditation system, the advantages of green or brown roofs, or a roof-garden, or just a green wall, or the new technologies like the bio-line cement products for restoring historical or new buildings made only with fully natural and 100% recycled components, or promoting the new water-based materials instead of solvent based. I explain the energy saving system in waterproofing works and the economic advantages of cool reflective roofs for the final user, but also for the community due to the reduction of the "heat island" effect. In these presentations, I explain the philosophy of the company, which is very sensitive to the environment, including the purchase of raw materials within a limit range of 500 miles. This reduces pollution from the moment of purchase, as well as the recycling of exhaust products or the production of waste, and of course we use many other examples to convince promoters, architects, engineers, designers, and final users to choose environmentally friendly solutions. So this course is 100% compatible with my job, knowing the building field and all these possibilities, ideas and new solutions come out for the benefit of everybody. **Giuliano Zamboni, Export Manager, Italy**

The material I have learned can help me to treat the environment in a more honest way. Also I have been shown different examples throughout the chapters of the book, ideas that are very positive, uplifting, and environmentally friendly which can be easily duplicated. **Joseph Waling, Bulgaria**

The online course provided a fully featured approach on the new European Union trends, regarding the common sustainable development programme. The material is very useful because my PhD paper is about promoting sustainable-related development policies within the Romanian economy. Also, the course provided the basic background for developing new investment projects, and the practical examples may become real opportunities for developing new activities and SMEs in Romania. **Florin Tache, Student, The Bucharest Academy of Economic Studies, Romania**