

## **EVALUATION REPORT**

### **COURSE TITLE**

ESDC activity 24-25/EMILYO/11  
Brasov, ROMANIA 4 to 11 April 2025

#### **1. Data collection: Participants overview**

##### Number of Participants

Registered: 21

Present during the course: 21

Received certificate: 21

Gender	
Male	10
Female	11

Background	
Military	21
Police	0
Diplomatic	0
Civilian	0

Nationality	
EU Member States	21
EU Missions/Operations	0
EU Institutions	0
Candidate Countries	0
Third Countries	0

(Details see Annex B)

#### **2. General organisation**

##### a. Type of course

Regular

☒

Pilot

☐

Single shot

☐

##### b. Organising institution(s)

“Henri Coanda” Air Force Academy – Brasov Romania

##### c. Invested resources - support from ESDC Secretariat

Training Manager Christoforos CHRISTOFOROU

##### Personnel/time:

- 4 staff members from the “Henri Coanda” Air Force Academy – Brasov

- 40 hours invested in preparing the activity

Venue: “Henri Coanda” Air Force Academy – Brasov

##### Other resources:

Personnel extra working hours, daily transportation, transportation from/to airport and railways station, students’ accommodation, lodging and meals for students, lunches for lecturers covered by Organising institute.

d. Budget

Co-Finance Ceiling: €2000  
Overall Budget: €6500

3. Course details: organisation and methodology

a. E-Learning

N/A

b. Distance Learning

N/A

c. Methodology used (tick all appropriate boxes; please provide details if necessary)

Lecture ☒ Panel ☒ Discussion ☒ Q&A ☒  
Working Groups ☐ Workshop/seminar ☒ Field trip / visit (specify)  
Other<sup>1</sup> ☐ (specify): Decision-Making Exercise

d. Workload

50 Working Hours

4. Learning outcomes

Were all course learning objectives achieved: Yes : ☒ No : ☐

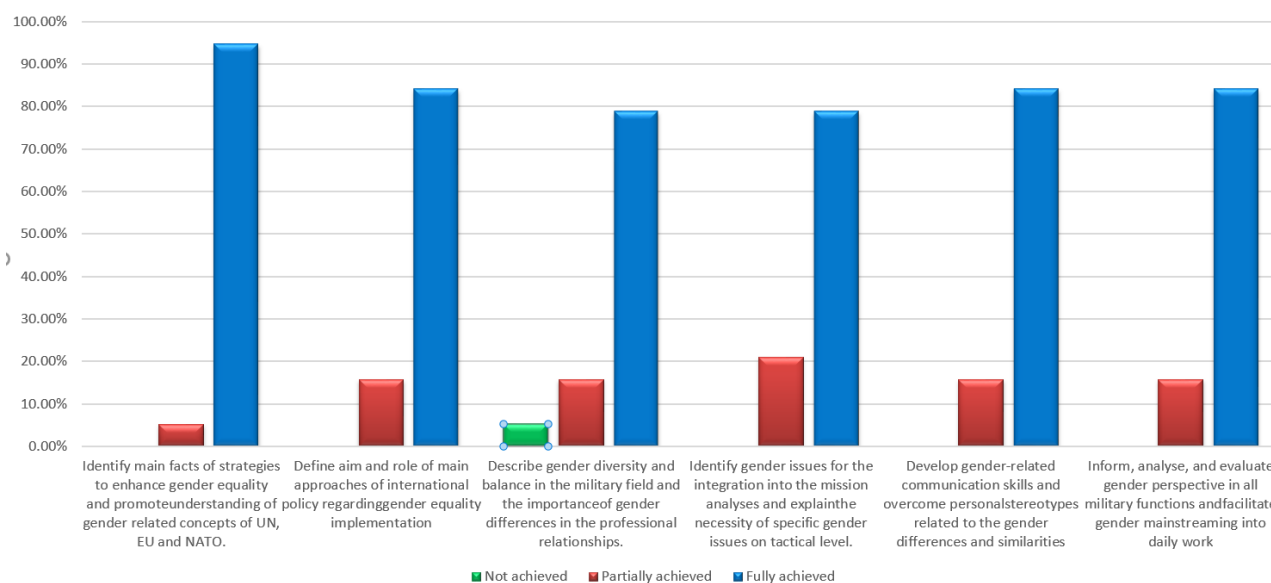


Diagram 1. Participants' learning outcomes evaluations

<sup>1</sup> Suggested alternative methodology: *experiential learning, problem-based learning, individual (written) tasks and feedback, role play, simulation, exercise, coaching, mentoring, learning by teaching*

## 5. Participants course session evaluation

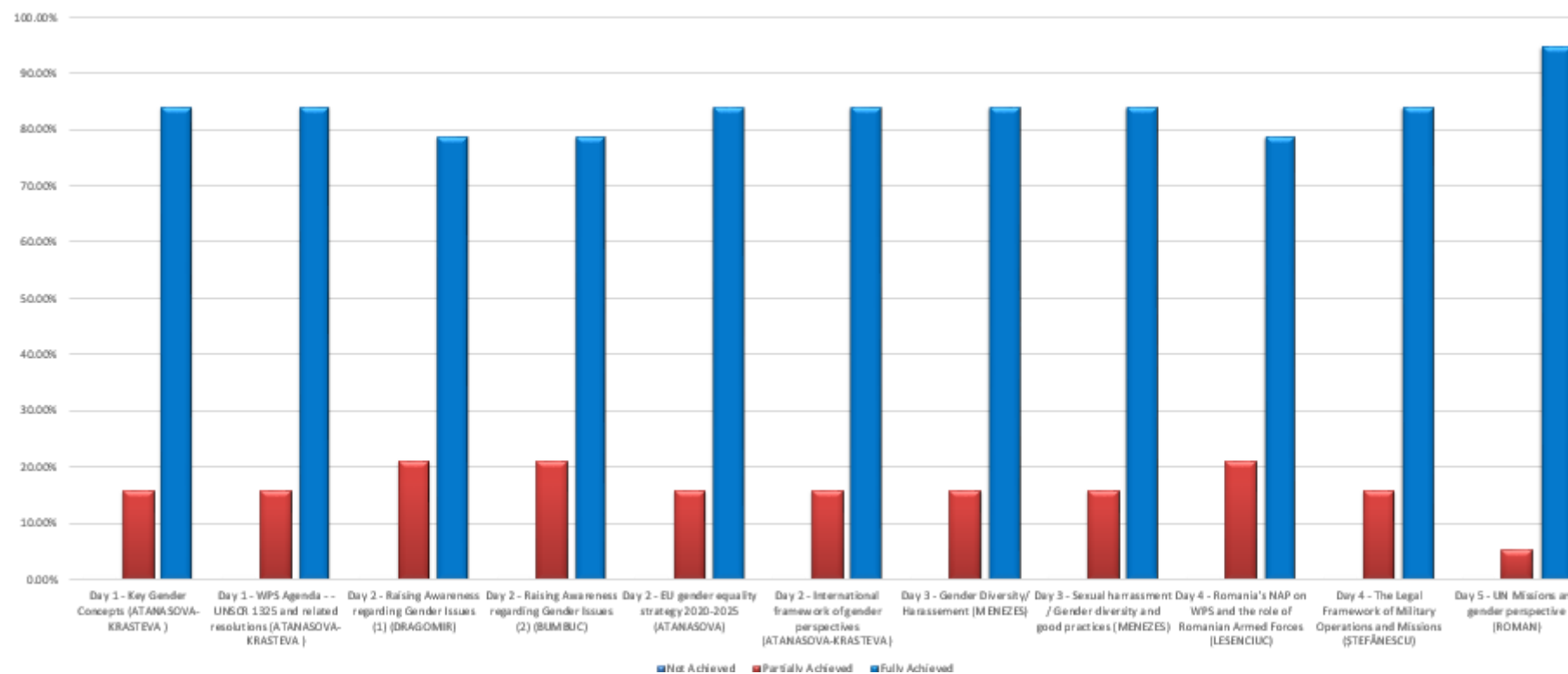


Diagram 2. Participants' course session evaluation

## 6. **Participants general feedback**

- It was very good, I liked it a lot and also helped me for my perspective of gender
- This course gave me useful tools to better understand gender dynamics in military fields. I feel more confident in promoting equality, using inclusive communication, and applying a gender perspective in daily tasks.
- Also, I will add that it was a really good experience that will help us in becoming the future leaders society expects.
- Theoretical elements - note good. Practical elements - good. ( Officer scenario or personal experience of UN mission)
- Very helpful for my perspective
- This module exceeded my expectations. I did not really know what it was about before, and I used to think these issues were not that serious. But now I understand their importance. This module helps shape us into better leaders, and I believe it would be very useful if more people took part in it in the future.
- Everything is good and this all education have so much potential
- Even though I personally think for me it was not required, it was a well-received experience in which I went into depth with information
- I think we all appreciated the professionals that shared the information with us and that we could become more aware about the situation around us.
- So good lectures
- I had something to learn from all of them
- Each instructor brought unique information and perspectives, and I really appreciated that. They taught us and encouraged us to communicate, even if there were some small language barriers or fear of speaking English. They did a great job.
- I would add more examples of conflicts where different gender-related issues occur, because I believe everything also depends on the geographical area.
- I think all of the information will help us in the future
- I am quite satisfied with how this course played out. There was more representation than I expected so I'm pleased with these and happy to see it and would love to see more and more of it.
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Participants generally rated the course as very good and provided valuable input regarding all aspects of the course. According to feedback, the content of the course was very much appreciated as well as the case study exercises and group discussions.

Finally, participants finally greatly appreciated the hospitality from the Romanian “Henri Coanda” Air Force Academy.

## **7. Lessons identified**

### **a. Strengths/What to keep**

The Common Module was very well prepared.

The timeline was well balanced and worked perfectly

The good level of speakers was identified by the participants.

The variety of topics was welcomed

### **b. Weaknesses/What to improve**

None

## **8. Additional Comments from Course Director – *Training Institute***

I was not directly involved into the module but I had the opportunity to observe students' involvement and interest into the topic. They were highly interested and eager to debate on the topics provided by the lecturers. If, during the first day, they seem rather reluctant and a bit shy, by the end of the week they all wished they had more time to discuss on the subject. Some of them even became more open-minded and found the usefulness of the topic within the military environment. They all became more aware of the issues some face and found some ways to counter or deal with them. I consider this common module very useful for students, both male and female and I support the idea of continuing the implementation of it in all military academies.

## **9. Additional Comments from ESDC Training Manager**

Although I was unable to attend this Common Module on Gender Perspectives in Security and Defence in person, the feedback I received from our colleagues and participants within the Military Erasmus program was overwhelmingly positive. I want to highlight the strong commitment of the "Henri Coanda" Air Force Academy to the Military Erasmus initiative, the professionalism of its staff, and the high educational standards they maintain. I would like to express my gratitude, especially to the Course Director Lt. Col. Cosmina-Oana ROMAN, vice-chair for Logistics of EMILYO for her tireless efforts in making this event a success.

In terms of organization and objectives reached, the course ran excellently. No major issues were reported during the five-day sessions, and the agenda was followed very well.

Participant feedback indicates that the learning outcomes were achieved to a very satisfying extent. The course was very well-received, and most participants were engaged, with the majority of them stating that they would recommend it to other colleagues.

The overall organization, training room and its equipment, and coffee breaks were excellent. The Italian hospitality was amazing.

Overall, in my opinion, this was a very good course that not only managed to achieve the learning outcomes to a very satisfying extent but also helped participants network, discuss, and share their own experiences in the area of Gender perspectives

## 10. Recommendations

The course has been very much appreciated by participants and lecturers

## SIGNATURES



Christoforos CHRISTOFOROU  
Training Manager  
(ESDC)



Cosmina-Oana ROMAN  
Course Director  
AOS

## Annexes

Annex A: Executed Programme

Annex B: List of participants

Annex C: Evaluation statistics