

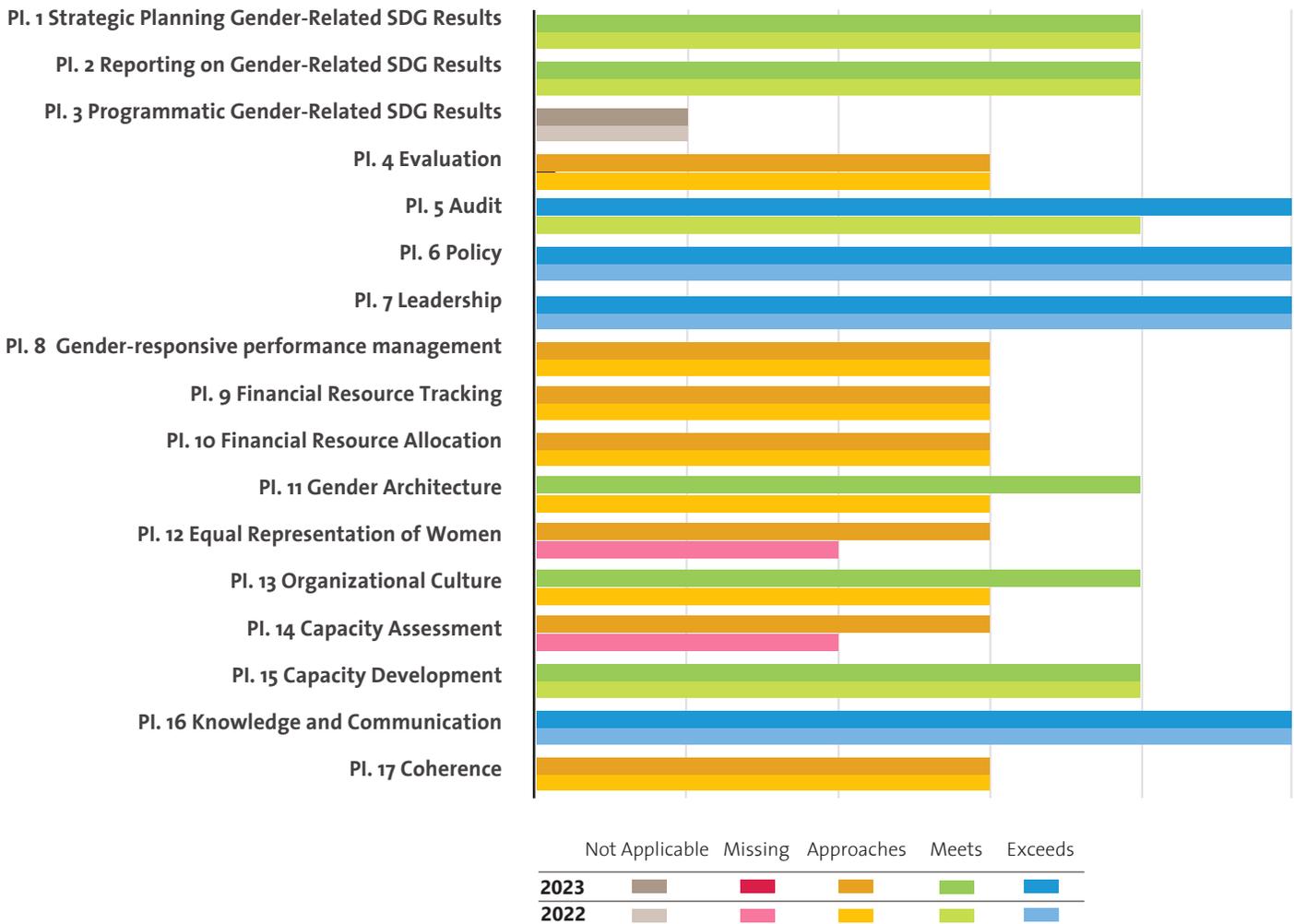
INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO)

UN-SWAP 2.0 PERFORMANCE 2018-2023

The following three pages capture ICAO's performance on UN-SWAP 2.0 indicators for 2018-2023.

In 2023, ICAO met or exceeded the requirements for 9 out of 16 applicable performance indicators.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2022-2023)



PERFORMANCE HIGHLIGHTS IN 2023

Most significant gains

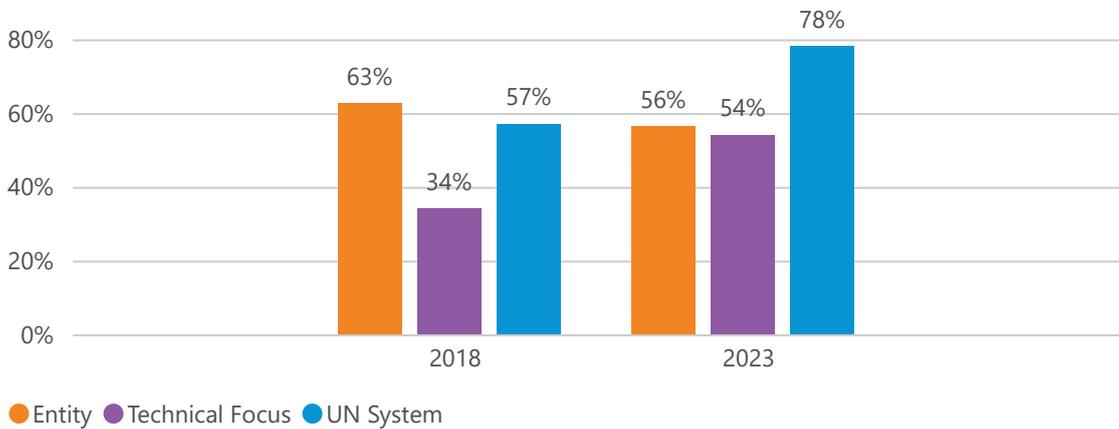
- ICAO exceeded requirements for four indicators and met them for another five indicators.
- Significantly in 2023, ICAO newly exceeded the requirements for the Audit indicator and met them for the Gender Architecture and Organizational Culture indicators.

Areas for improvement

- UN Women encourages ICAO to build on its progress by focusing on the seven indicators currently rated as approaching requirements.

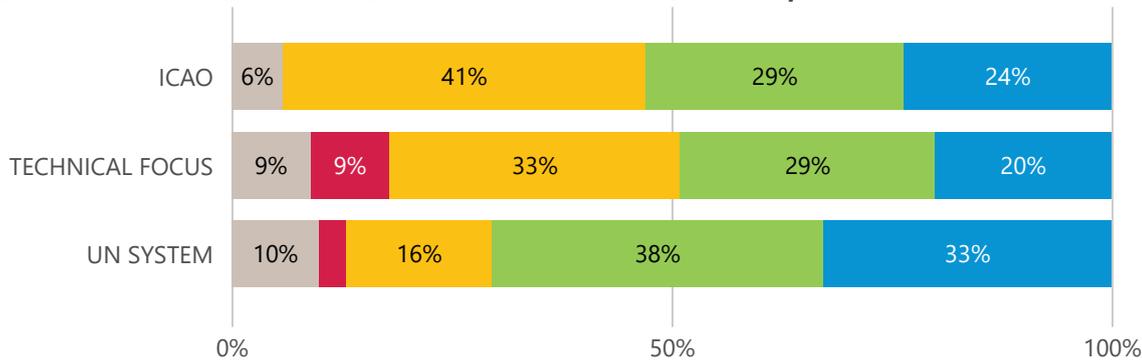
COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2023

PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



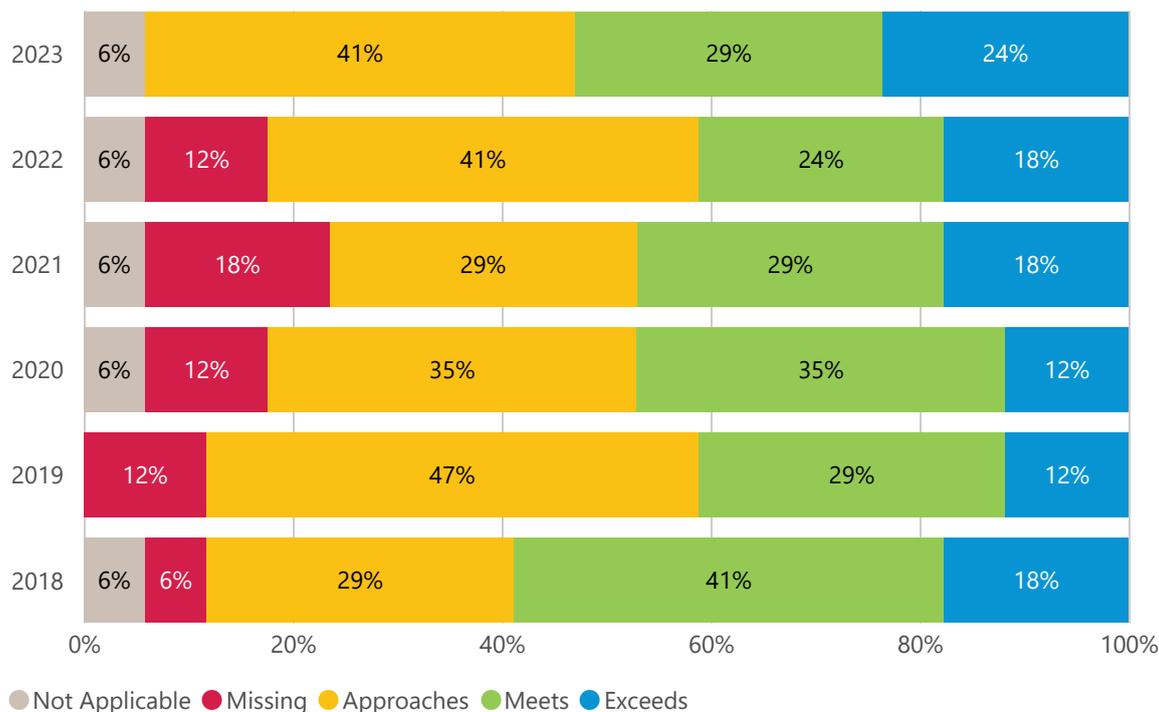
In both 2018 and 2023, ICAO outperformed the average of entities with a Technical focus. While ICAO surpassed the overall UN System in 2018, the UN System outperformed ICAO in 2023 on average.

COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2023



In 2023, ICAO met and exceeded requirements for slightly more indicators than similar entities with a Technical focus, while trailing the average performance of the UN System. The entity did not miss any indicators.

COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2023



From 2018 to 2023, ICAO sustained solid progress by exceeding a greater proportion of indicators.

In 2023, the entity improved upon its 2022 performance by meeting and exceeding three additional indicators, and by approaching two more indicators, marking its strongest UN-SWAP 2.0 performance to date.