Please find below ICAO's input based on the guiding questions:

1) Equality and non-discrimination

Reply to Question 1:

- ICAO's policy on equality and non-discrimination is embedded in the staff regulations for the recruitment and promotion of staff, which is provided below. There is no specific mention of "age".

ICAO Staff Regulation 4.1:

4.1 The paramount consideration in the appointment and promotion of staff shall be the necessity for securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as possible and ensuring equal gender representation. Subject to the foregoing, selection of staff members shall be made without distinction as to race, sex or religion, nor shall there be any discrimination on account of any disability of a candidate who meets the qualifications required to perform the tasks.

- The ICAO Staff Regulations stipulates the mandatory age of separation for staff members (i.e. retirement age). The current policy is as follows:

ICAO Staff Regulation 9.15:

Retirement
9.15 A staff member shall not be retained in the service of the Organization after reaching the age of 60. For staff members who entered into service on or after 1 January 1990 through 31 December 2013, this age limit shall be 62. For staff members entering or re-entering into service on or after 1 January 2014, this age limit shall be 65. In exceptional circumstances, where the interests of the Organization so require, the Secretary General may extend these age limits in individual cases for up to a maximum of one year in total.

- Further to the above, it should be noted that with effect from 1 January 2019, the age limit for staff recruited prior to 1 January 2014 will be extended to age 65.

Reply to Question 2: no input -- n/a for ICAO
Reply to Question 3: no input - - n/a for ICAO

Reply to Question 4: see above in respect of mandatory age of separation (retirement).

2) Neglect, violence and abuse

- No specific input is provided by ICAO on these matters.