

RANGERS FOR 30 BY 30: A PROFESSIONAL WORKFORCE TO GUARANTEE EFFECTIVE MANAGEMENT OF PROTECTED AND CONSERVED AREAS

A framework for support from governments, agencies, donors and NGOs to implement Target 3 of the Global Biodiversity Framework.



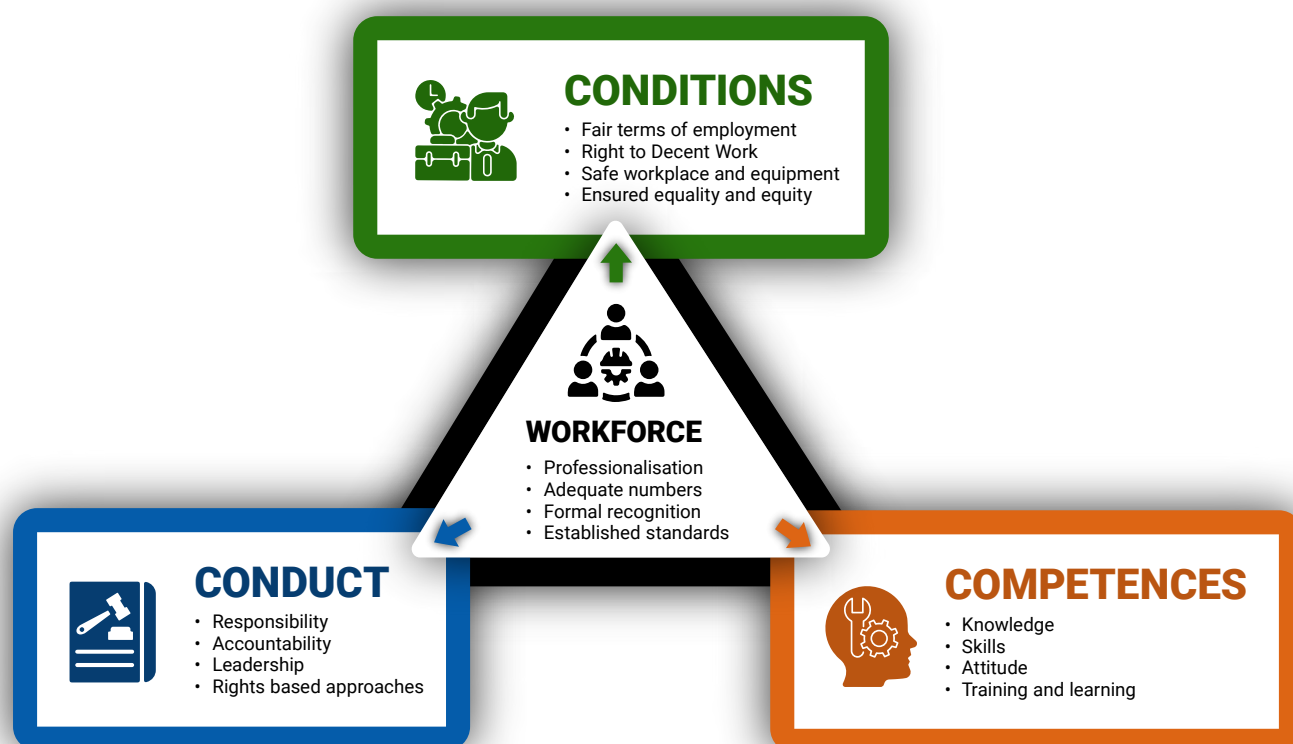
Target 3 of the Convention on Biological Diversity's Global Biodiversity Framework, agreed in Montreal in December 2022, includes a requirement that at least 30 per cent of the planet is effectively conserved and managed by 2030 ('30 by 30').

This target cannot be achieved without an adequate area-based workforce. At the forefront of this workforce are rangers, encompassing state employed personnel, Indigenous peoples, community and voluntary guardians, and personnel of privately managed areas. Their work includes protection, conservation, monitoring, visitor services, fire management, law enforcement, education, community support, and regulation of sustainable use.

In 2022, the International Ranger Federation (IRF), the Universal Ranger Support Alliance (URSA) and other partners issued a policy note calling for the Global Biodiversity Framework to recognise rangers as 'essential planetary health workers'¹. Following the Kunming-Montreal agreement², this framework outlines how that can be achieved, through a commitment by countries, agencies, managers, NGOs and donors to ensuring that the diverse ranger workforce is able to deliver what has been agreed in a professional, responsible and accountable way.

The 'Rangers for 30 by 30 framework' defines essential requirements for **Conditions, Conduct** and **Competence** for a **Workforce** that is **sufficient in numbers, diverse and recognised**.

THE RANGERS FOR 30 BY 30 FRAMEWORK



1 Ranger Round Table Policy Note (2022). Essential planetary health workers: Positioning rangers within global policy. <https://www.ursa4rangers.org/download/1210/?tmstv=1671783842>

2 <https://www.cbd.int/article/cop15-final-text-kunming-montreal-gbf-221222>

RANGERS FOR 30 BY 30:

Elements of Necessary Support

IRF and the other members of URSA have identified the following essential elements of support to ensure deployment of a workforce that can deliver effective management of 30% of the planet. A list of key references is included on page 6.

WORKFORCE

The overall requirement is that the formal workforce is fully professionalised and that others in ranger equivalent roles are enabled to adopt professional standards according to the contexts of their work. Minimum essential elements are:

- **Adequate Numbers.** We know that workforce numbers are around 1/3 of what is required even to meet current requirements. The total workforce will need to grow by at least 1.5 million if 30 by 30 is to be effective.
- **Formal Recognition.** The ranger occupation needs to be formally recognised nationally and internationally, including acknowledgement of community and Indigenous rangers and guardians. Ranger employers also need to recognise the rights of rangers.
- **Established Standards.** Implementation of a global framework of standards and needs adopted to local contexts provides a foundation for the ranger occupation to be established as a respected profession.

URSA/IRF Guidance and Standards. IRF (due 2023). *State of the Ranger Report*; URSA (due 2023). *Equity and Equality in the Ranger Workforce*.

CONDITIONS

Many rangers endure unacceptable working conditions and have insecure and unfair terms of employment. Like any other workforce, they should have the right to 'Decent Work' as defined by Sustainable Development Goal 8. To be able to work effectively, safely and securely rangers need:

- **Contracts, pay and benefits** that are fair and in line with other comparable occupations.
- **Adequate health, safety and security** from the dangers of their work.
- **Working conditions, workplaces and equipment** that allow them to work safely and effectively.
- **Equality and equity.** Ranger teams should be more diverse and should reflect the communities they serve. All rangers should have fair treatment and equal opportunities.

URSA/IRF Guidance and Standards. URSA (due 2023) *Global minimum employment standards for rangers*. URSA (2023). *Safeguarding the Rights and Well-Being of Rangers*.

CONDUCT

To avoid and address conflict, ensure observance of legal and ethical responsibilities, prevent abuse and misconduct, and become respected members of the community, all rangers need

- **Clear mandates** for the level of authority they carry, along with guidance on mandates, limits of authority and responsibilities for safeguarding vulnerable people and ensuring and protecting the rights of others.
- **Support and training** from employers and donors to observe guidance on conduct and safeguarding.
- A high level of **competent leadership and oversight**.

In parallel, local communities need mechanisms to enable equitable governance, to air grievances and to seek redress without retaliation.

URSA/IRF Guidance and Standards. IRF (2021). *Code of Conduct for Rangers, Code of Conduct Guidance and Code of Conduct Video*. URSA (2022). *Building Trust with Rangers and Communities. Vols 1 and 2*.

COMPETENCE

Rangers should know what is expected of them and be able to do it. Surveys show that many have inadequate job descriptions and are not sufficiently trained. They need

- **Clear job descriptions** that set out what is expected of them in terms of skills, knowledge, attitude and personal attributes.
- **Training and continuous learning** to ensure the establishment and maintenance of competence.

IRF/URSA Guidance and Standards. URSA (Due 2023) *Universal Competences for Rangers*.

RANGERS FOR 30 BY 30: A Call to Action from IRF and URSA

REQUIREMENTS FOR ESTABLISHING AND MAINTAINING AN EFFECTIVE WORK FORCE.

Donors and funding frameworks

- Should recognise that investments in biodiversity conservation require planning for and deployment of an adequate, professional and permanent workforce.
- Should engage with national labour ministries and agencies over protected and conserved areas planning.
- Should ensure that the framework of Workforce, Conditions, Conduct and Competence are incorporated into funding and support mechanisms for the Global Biodiversity Framework.
- Should acknowledge the role of the community and Indigenous workforce in management of protected and conserved areas and work with their leaders to provide appropriate support.
- Should support URSA and the IRF to promote and operationalise the framework and monitor progress.

International Bodies

- The International Labour Organisation should recognise the ranger occupation, include it in official registers and develop a regulation on ranger employment (based on published IRF and URSA guidance).
- The Convention on Biological Diversity should ensure that programmes and funding mechanisms for implementing the Global Biodiversity Framework include full consideration of workforce needs and issues.
- The United Nations Framework Convention on Climate Change (UNFCCC) should better recognise and adequately support the role of rangers in protected and conserved areas as tools for climate change mitigation and adaptation.
- IUCN should include a resolution on protected area workforces in its next Congress.

Governments

- Should officially recognise rangers and other protected area occupations. Ranger workforces need to be institutionalised, ensuring working conditions and training entitlements similar to other service occupations. This will prevent typical 'boom and bust' cycles of project-based workforce support.
- Should acknowledge the role of the community and Indigenous ranger workforce in management of protected and conserved areas, and work with their leaders to provide appropriate support.

Employers

- Should adapt the IRF and URSA standards and guidance to fit the national context, and adopt and institutionalise them through training and inclusion in job specifications.

NGOs and other providers of technical support

- Should incorporate IRF and URSA standards into their systems for project management and safeguarding.
- Should encourage and enable partners to adopt IRF and URSA standards and guidance, adapting them where necessary to local contexts.
- Should incorporate IRF and URSA standards into capacity building activities.
- Should explore innovative mechanisms for funding rangers and ranger activities.

About URSA

The Universal Ranger Support Alliance (URSA) was launched in July 2020 as a collaborative initiative of seven conservation organisations and the International Ranger Federation. URSA's goals are to achieve a global enabling environment providing a unified voice for rangers, along with standards for capacity, employment, equality and conduct that build a demonstrably professional, accountable and competent ranger workforce, whose contributions are formally recognized and respected.

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About IRF

The International Ranger Federation (IRF) was founded on 31 July 1992 in Peak National Park in the UK. The IRF provides a global forum for rangers from around the world to share their successes and failures in protecting the world's natural heritage and to promote the exchange of information and technology from countries in which protected area management enjoys broad public and government support, to countries in which it is less supported. 165 ranger associations from national, state and territorial entities have affiliated with the IRF.

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URSA's founding members



FORCE FOR
NATURE



RANGERS FOR 30 BY 30: Key Guidance and Publications

Workforce

International Ranger Federation (Due 2023) **State of the Ranger Report**.

URSA (due 2023). **Equity and Equality in the Ranger Workforce**.

Ranger Round Table Policy Note (2022). **Essential planetary health workers: Positioning rangers within global policy**. <https://www.ursa4rangers.org/download/1210/?tmstv=1671783842>

Moreto and Elligson, (2022). **Blurring the Line - Indigenous State Rangers: An exploratory assessment**.

Universal Ranger Support Alliance (URSA).

Appleton, M.R., Courtiol, A., Emerton, L. et al. **Protected area personnel and ranger numbers are insufficient to deliver global expectations**. *Nat Sustain* 5, 1100–1110 (2022). <https://doi.org/10.1038/s41893-022-00970-0>

Seager, J. (2021). **Working Towards Gender Equality in The Ranger Workforce: Challenges & Opportunities**. <https://www.ursa4rangers.org/download/645/?tmstv=1671783841>

Appleton, M. R; et al. (2021). **What will it take to professionalize rangers?** *Parks Stewardship Forum*, 37(1). <http://dx.doi.org/10.5070/P537151748>

Conditions

URSA (due 2023) **Global minimum employment standards for rangers (based on ILO guidance)**.

URSA (due 2023). **Safeguarding the Rights and Well-Being of Rangers**.

Anagnostou, M., Gunn, V., Nibbs, O. et al. An international scoping review of rangers' precarious employment conditions. *Environ Syst Decis* 42, 479–503 (2022). <https://doi.org/10.1007/s10669-022-09845-3>

Belecky, M., Singh, R. & Moreto, W. (2019). **Life on the Frontline 2019: A Global Survey of the Working Conditions of Rangers**. WWF https://files.worldwildlife.org/wwfcmprod/files/Publication/file/k36blpy2c_wwf_rangers_survey_report_2019.pdf

Belecky, M., Parry Jones, R., & Singh, R. (2021). **Employment conditions of public sector rangers: A major under addressed problem**. *Parks Stewardship Forum*, 37(1). <http://dx.doi.org/10.5070/P537151749>

Conduct

International Ranger Federation (2021). **Code of Conduct for Rangers (multiple languages), Code of Conduct Guidance and Code of Conduct Video**.

URSA (2022) **Building Trust with Rangers and Communities**. Vol. 1. *Scoping report and initial findings*; Vol. 2. *Case studies*.

USAID (2022). **Training and monitoring best practice guide: Rights-Based Training for Rangers in National Parks and other Protected Areas; Protected Area Social Safeguards: How-To Guide: Community Engagement; Protected Area Social Safeguards: Grievance and Redress Mechanisms**. https://biodiversitylinks.org/library/resources/5c-1_training-and-monitoring-best-practice-guide_30mar22_508.pdf

Competence

URSA (Due 2023) **Universal Competences for Rangers**.

Woodside, D. P, & Vasseleu, J. (2021). **Shaping a global strategy for building capacity and performance of rangers in and around protected areas**. *Parks Stewardship Forum*, 37(1). <http://dx.doi.org/10.5070/P537151746>

Maggs, G., et al. (2021). **A global register of competences for threatened species recovery practitioners**. Gland, Switzerland: IUCN. <https://portals.iucn.org/library/node/49494>

Appleton, M.R. (2016). **A global register of competences for protected area practitioners**. Gland, Switzerland: IUCN. <https://portals.iucn.org/library/sites/library/files/documents/PATRS-002.pdf>

Lotter, W.D. et al. (2016). **Anti-poaching in and around protected areas: Training guidelines for field rangers**. *International Ranger Federation*. <https://www.internationalrangers.org/wp-content/uploads/Anti-poaching-Training-Guidelines.pdf>