



INTERNATIONAL
RANGER
FEDERATION

THE PROTECTED AND CONSERVED AREA RANGERS CONVENTION

A draft International Labour Standard

PREPARED BY THE INTERNATIONAL RANGER FEDERATION
AND THE UNIVERSAL RANGER SUPPORT ALLIANCE



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UNIVERSAL RANGER SUPPORT ALLIANCE

The International Ranger Federation (IRF) and the Universal Ranger Support Alliance (URSA) have drafted the first International Labour Standard for ranger employment and working conditions. Development of the standard was led by an expert on international labour rights, in collaboration with the URSA working group on ranger working conditions. It is based on recent assessments of the current working and employment conditions of rangers worldwide, and on existing international labour standards established by the International Labour Organisation (ILO) for other occupations.

The standard sets out the minimum generic conditions of work and employment that should apply to rangers working in any part of the world. While the standard is intended to be universal, it is understood that the specifics of implementing it will be influenced by local contexts, in particular the work of the rangers concerned, national labour laws and the systems and processes of the ranger employer.

The standard can be used in four main ways

1. As a benchmark for rangers, ranger associations, governments, employers and NGOs to assess the adequacy of current working and employment conditions.
2. As an aid for employers and governments to upgrade working and employment conditions to a recognized standard.
3. As a basis for rangers and ranger associations worldwide to promote their work and advocate for better conditions.
4. As a basis for the IRF and other ranger representative organisations to make the case for an official ILO instrument to promote and ensure rangers' rights at work.

The text of the standard is set out in a format typical of International Labour Organisation Standards. A summary version is available from www.ursa4rangers.org.

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DRAFT PROTECTED AND CONSERVED AREA RANGERS CONVENTION

PREAMBLE

Recognising the significant contribution of wildlife conservation, wilderness and habitat management towards global food security, rural livelihoods, natural heritage and ecosystem conservation, and climate change mitigation, this Convention affirms the contribution of workers within this sector ('rangers') to conserving biodiversity and the life systems upon which we all depend, and

Recognising that rangers are an invaluable resource in nature conservation and that ensuring employment security and sufficient provision of equipment, training and remuneration along with improved workplace rights and protections are prerequisites for rangers effectively to protect wildlife and the environment, and to protect themselves from dangers and threats arising within the context of their work, and

Recognising that the Code of Conduct of the International Ranger Federation establishes a commitment to the fostering of peaceful and positive relationships with communities, respecting cultures, customs, rights, livelihoods, and knowledge, and to maintain clear, open, and effective dialogue with all stakeholders and colleagues, and

Recalling that international labour Conventions and Recommendations apply to all workers, including rangers, unless otherwise explicitly provided, and that rangers are covered by the Forced Labour Convention, 1930 (No. 29), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Equal Remuneration Convention, 1951 (No.100), the Abolition of Forced Labour Convention, 1957 (No. 105), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Minimum Age Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182), the Occupational Safety and Health Convention, 1981 (No.155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and

Recalling the importance of the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Labour Inspection Convention, 1947 (No. 81), and for rangers who work at sea, the Maritime Labour Convention, 2006, and

Noting the Recommendation of the International Union for the Conservation of Nature (IUCN) on the Establishment, recognition and regulation of the career of park ranger¹, which affirmed that all States should give priority to the recruitment, training, equipment and well-being of rangers, and

Considering that rangers are engaged in a hazardous occupation when compared to other occupations, and

Considering that the special conditions under which rangers work that make it desirable to supplement the general standards with more specific standards so as to enable them to enjoy their rights fully,

Having determined that these proposals shall take the form of an International Convention;

adopts this fourteenth day of June of the year two thousand and seven the following Convention, which may be cited as the Work in Fishing Convention, 2007.

¹ WCC-2016-Rec-103, at: https://portals.iucn.org/library/sites/library/files/resrecfiles/WCC_2016_REC_103_EN.pdf

PART I. SCOPE

ARTICLE 1

1. The term ranger shall apply to any such person regardless of title, including but not limited to wildlife warden, forest guard, forester, scout, watcher, game scout, marine ranger, park guard, and others working in conservation, with responsibilities for safeguarding nature, wildlife, biodiversity, landscapes and habitats, and for the preservation of cultural and historical heritage.
2. This Convention specifically recognizes that outside of typical employment structures there are many volunteer, community, and indigenous rangers who fulfil equivalent functions. The extent to which the terms of this instrument are applicable to their situation is specified at Article 2.

ARTICLE 2

1. Where specific needs of a substantial nature arise, each Member may establish special rules concerning the application of this Convention to community rangers, indigenous rangers, seasonal rangers, and workers within recognised protected and conserved areas who give equivalent services on a voluntary basis.
2. In determining breadth, scope, extent, and methods of implementation for such special rules, Members shall:
 - a. consult with the organisations of employers and workers concerned
 - b. work with traditional owners and rights holders within indigenous territories and community conserved areas
 - c. seek to facilitate the progressive extension of the terms of the Convention to cover all categories of workers.

PART II. TRAINING

ARTICLE 3

1. Each Member shall ensure that adequate and appropriate training, comprehensible instructions, and all necessary guidance or supervision are provided to all rangers to establish basic competences necessary for the safe and effective safeguarding of resources of protected and other conserved areas. Basic competence training shall include clear standards on the limits of mandate and powers, shall cover expected standards of personal and professional behaviour and conduct, and shall establish clear guidelines on engagement with communities.
2. Each Member shall ensure that those responsible for the provision of training are competent and that, where possible, training should be planned and facilitated by local ranger trainers with conservation and protected area management experience.
3. Each Member shall ensure that rangers receive training on their rights, including rights at work, and that, where appropriate or relevant, rangers also receive adequate training and orientation on the cultural context of their place of work, with respect to local customs, beliefs, and sensitivities, and with regard to the situation of indigenous peoples, and with a view to ensuring that their work is conducted in a manner that supports the protection of human rights.
4. Each Member shall ensure that rangers receive adequate and relevant regular training and updates to complete their defined duties and responsibilities, and that opportunities exist for further vocational and professional training.

5. Each Member shall periodically review the quality and sufficiency of training in consultation with the organizations of employers and workers concerned.
6. Rangers are only to be assigned to work within their competence. Where individuals are not qualified for work on which they are already employed, they shall be trained as quickly as possible to obtain the necessary qualifications, and their preparation for these qualifications should be facilitated.
7. Rangers shall have a right to refuse deployments for which they are not competent or are inadequately trained or resourced, and so inform their supervisor, base, and fellow rangers immediately. Rangers shall not be placed at any disadvantage as a result of these actions. It shall be the responsibility of employers to maintain records of training activity so as to ensure that rangers are deployed only to situations, roles and tasks that are appropriate to their competence.

ARTICLE 4

1. Each Member shall ensure that appropriate safety, health, security and welfare training is provided to rangers, and that rangers will only be deployed into situations for which they are properly trained to carry out their roles. Refresher trainings and on-going education should be provided where possible, to ensure that rangers are able to properly carry out their duties.
2. Prior to any deployment that may reasonably be expected to involve potential conflict with any individuals or groups, including criminal or armed groups, the rangers concerned shall receive sufficient training on the location, culture, individuals or groups concerned and on the implications and appropriate strategies pertaining to the use of force, including appropriate use of force, strategies that prioritise non- physical force, restrictions on the use of force, and rules of engagement. Such training shall include appropriate techniques around the graduated use of force, and on escalation, and de-escalation techniques. Where rangers are armed, they shall be properly trained on the type and model of weapon they will carry. In all situations where force is used, rangers shall file a report with their supervisors.
3. Each Member shall periodically review the quality and sufficiency of safety, health, security and welfare training and training on all matters relevant to the use of force in consultation with the organizations of employers and workers concerned.

PART III. RIGHTS AT WORK

ARTICLE 5

1. Each Member shall take measures to ensure that rangers are provided with a formal contract or statement of conditions of employment which reflects their job description and responsibilities and the main terms and conditions of employment in an appropriate, verifiable and easily understandable manner, in accordance with national laws, regulations or collective agreements.

ARTICLE 6

1. Each Member shall take measures to ensure that rangers enjoy general conditions and pay that are at least equivalent to those of other workers in the country concerned. Pay shall be at least equal to or greater than the national minimum wage standard.
2. Rangers should receive a salary that is commensurate with the hazards of the job, and compensation for trained and experienced rangers should be broadly equivalent to salaries in comparable sectors, particularly nursing and policing. The rate should increase based on performance and length of service.
3. Payments should be regular, timely, continuous and uninterrupted, and without deductions, other than as authorised by law (such as pensions, social security contributions, etc).
4. Compensation for overtime should be at least equivalent to that of other comparable sectors.

ARTICLE 7

1. Each Member shall take measures towards ensuring equal treatment between rangers and workers generally in relation to normal hours of work, overtime compensation, periods of daily and weekly rest and paid annual leave in accordance with national laws, regulations or collective agreements, taking into account the special characteristics of ranger employment.
2. Periods during which rangers remain at the disposal of the employer shall be regarded as hours of work and paid accordingly to the extent determined by national laws, regulations or collective agreements.

ARTICLE 8

1. In cases where a ranger's contract expires or their period of continuous service is not of sufficient duration to qualify them for full annual leave, rangers shall be entitled to paid leave proportionate to the length of service or payment of wages in lieu, as determined by collective bargaining or in accordance with national law or practice.

ARTICLE 9

1. Each Member shall take measures to ensure that rangers have access to a confidential internal and external procedure to raise grievances, or to report concerns or misconduct without fear of reprisal.
2. The competent authority shall establish and facilitate an external grievance process and monitor the use and efficacy of this process.

PART IV. HARASSMENT AND DISCRIMINATION AT WORK

ARTICLE 10

1. Each Member shall take measures to ensure that rangers do not experience and are not exposed to discriminatory treatment at work, or any disparity in wages or opportunities for training, or provision of accommodation or equipment, or in any scheduling of work, on any ground of distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation or that otherwise runs contrary to principles outlined by the Declaration on Fundamental Principles and Rights at Work.
2. Each Member shall take measures to ensure that rangers enjoy effective protection at work against all forms of abuse, harassment and violence, including protection from bullying and from physical, psychological, verbal or sexual harassment.
3. Each Member shall take measures to ensure that rangers enjoy proper consideration of their reproductive rights, including job security during and after pregnancy, flexible conditions, and the right to protection during pregnancy from work that could be harmful.
4. Each Member shall take measures to ensure that rangers are able to make use of confidential internal and external procedures to raise grievances, or to report concerns or misconduct, with regard to any aspect of discrimination or harassment at work, without fear of reprisal.

PART V. ACCOMMODATION, EQUIPMENT AND SUBSISTENCE

ARTICLE 11

1. Each Member shall adopt a national policy to be implemented by laws, regulations or other measures requiring that accommodation shall be of sufficient quality and appropriately equipped for the duration of rangers' deployment.
2. In formulating the national policy, the Member shall consult with the organizations of employers and workers concerned.

ARTICLE 12

1. In order to comply with the national policy, employers shall supply, at bases:
 - a. appropriately maintained accommodation spaces with due regard to hygiene and overall safe, healthy and comfortable conditions;
 - b. adequate and sufficiently nutritious food and rations;
 - c. adequate ventilation, heating, cooling and lighting;
 - d. adequately furnished and equipped sleeping rooms, mess rooms, and other accommodation spaces, including facilities for preparation of food;
 - e. adequate and appropriate sanitary facilities, including toilets and washing facilities, and supply of sufficient water, including potable water supplies; and
 - f. medical supplies and support appropriate to specific local risks, including those posed by wildlife.
2. In order to comply with the national policy, employers shall supply, for rangers on patrol:
 - a. equipment that is sufficient with due regard to hygiene and overall safe, healthy and comfortable conditions, including appropriate medical supplies;
 - b. adequate and sufficiently nutritious food and rations;
 - c. such equipment as is sufficient for protection from occupation-based disease risk and from wildlife risks posing a threat to ranger health, including monitoring and other equipment sufficient to support efforts to track, anticipate, and mitigate risks, and to provide protection from dangerous animals;
 - d. footwear and other clothing and uniform elements and items of personal protective equipment that are sufficiently protective, hard-wearing, and appropriate to local conditions;
 - e. communication equipment; and
 - f. adequate and appropriate sanitary facilities, including sufficient potable water supplies or sufficient and suitable arrangements for obtaining and making safe water sourced from the landscape, and such arrangements as are reasonably practicable for toilet and washing facilities.
3. In order to comply with the national policy, employers shall establish procedures for the submission and consideration of internal complaints concerning accommodation and equipment that does not meet the requirements of this Convention.
4. The competent authority shall provide an external mechanism to receive and consider complaints concerning accommodation and equipment that does not meet the requirements of this Convention.

PART VI. SAFETY, HEALTH AND SECURITY AT WORK

ARTICLE 13

1. Each Member shall formulate, carry out and periodically review a coherent national policy on the protection of rangers' safety and health and security at work. This policy shall have the aim of preventing accidents and injury to health arising out of, linked with, or occurring in the course of work, by eliminating, minimizing or controlling hazards in rangers' working environments, and by clearly demarcating the range of work with which rangers are to be tasked.
2. The national policy shall clearly delineate the limits of mandate and powers for the nature, type and extent of work towards which rangers are to be tasked. The limits of mandate shall specify that rangers shall be deployed only for work for which they are competent and that is within their job descriptions. The national policy shall contain specific commitments against the deployment of rangers as de facto combatants or security personnel when operating inside or in close proximity to conflict zones or in and around border regions.
3. In formulating the national policy on the protection of rangers' safety, health and security the Member shall consult with the organizations of employers and workers concerned.

ARTICLE 14

1. In order to comply with the national policy, each Member shall adopt laws, regulations or other measures concerning:
 - a. the prevention of occupational accidents, occupational diseases, and work-related risks, including risk evaluation and risk management and training of rangers;
 - b. training for rangers in the handling and operation of equipment they will use, and in the knowledge of the wildlife and landscape risks, and appropriate awareness of human cultural context in which they will be engaged; and
 - c. adequate and safe facilities and processes of work, including in particular arrangements for personnel to be deployed in adequate numbers to conduct their duties safely and securely in the context of the specific risks and requirements of the deployment.

ARTICLE 15

1. National laws and regulations shall designate the competent authority responsible for the implementation of the national policy, and for the enforcement of national laws and regulations on occupational safety and health for rangers.
2. The competent authority shall mandate that employers shall:
 - a. establish procedures for the prevention of occupational accidents, injuries, diseases, and other threats to rangers' safety and health, taking into account specific local hazards and risks; and
 - b. provide rangers with sufficient and suitable guidance, training material, or other appropriate information on how to evaluate, manage, and minimise risks to safety and health.
3. The competent authority shall provide for corrective measures and appropriate penalties in accordance with national laws and regulations, including where appropriate, the suspension or restriction of any activities that pose an imminent risk to the safety and health of workers, until the conditions giving rise to the suspension or restriction have been corrected.

ARTICLE 16

1. National laws and regulations or the competent authority shall require that employers take preventative and protective measures relating to specific known risks. These measures shall cover the prevention or minimisation, insofar as is possible, of risks that shall include:
 - a. infection, allergy or poisoning, including those associated with potentially harmful plants and animals;
 - b. wildlife encounters, including potentially dangerous animals;
 - c. human conflict, including with those involved in criminal activities and armed groups;
 - d. environmental risks, including from fire, water, rock falls or tree falls, landslide, from exposure to extreme weather, and other environmental factors relevant to local conditions;
 - e. equipment failure or accident, including vehicles and weapons; and
 - f. other risks that are known, or ought reasonably to be expected, in the region of deployment.
2. National laws and regulations or the competent authority shall prescribe that equipment, including personal protective equipment, appliances, tools, and weapons, used by rangers complies with national or other recognized safety and health standards and is appropriately maintained and safely stored.

ARTICLE 17

1. In order to comply with the national policy, employers shall be required to provide:
 - a. appropriate personal protective clothing and equipment;
 - b. training, or access to training, approved by the competent authority to a level of at least basic competence. The competent authority may grant exemptions from this requirement for rangers who have demonstrated equivalent knowledge and experience;
 - c. familiarization with equipment and its methods of operation, including relevant safety measures, prior to using the equipment or participating in the operations concerned;
 - d. job orientation periods appropriate to the complexity and demands of the job;
 - e. training or access to training in the principles around conflict resolution, community engagement, and de-escalation techniques, and appropriate training for rangers issued with firearms or other weapons;
 - f. such continuous or refresher training as may be appropriate to maintain and update rangers' skills and awareness in these areas; and
 - g. limits and controls on working hours sufficient to ensure that risks are not exacerbated by ranger fatigue.

ARTICLE 18

1. In order to comply with the national policy, employers shall:
 - a. carry out appropriate risk assessments in relation to the safety and health of rangers and, on the basis of these results, adopt preventative and protective measures to ensure that appropriate guidelines, strategies and procedures are in force to guarantee the robust protection of rangers' safety and health;
 - b. ensure that adequate and appropriate training and comprehensible instructions on safety and health and any necessary guidance or supervision are provided to rangers, including information on the specific hazards and risks associated with their work and the action to be taken for their protection, and that such information must be provided in an appropriate language that is understood by the ranger concerned;

- c. ensure that rangers are not exposed to special risks, and that where such exposure is unavoidable, sufficient measures are taken to minimise and mitigate those specific risks, and that such planning and measures take into account the levels of training, experience, skills and capacities of the rangers concerned;
- d. take immediate steps to stop any operation where there is an imminent and severe danger to safety and health and to evacuate rangers as appropriate until such sufficient measures can be initiated to minimise and mitigate the level of risk;
- e. ensure that proper arrangements are made for the provision of emergency support sufficient to address possible risks, including immediate first-aid assistance, and that such other appropriate support shall be provided to any ranger suffering illness, injury or infection, and that any necessary arrangements shall be made for the rapid transfer of a ranger suffering such affliction to an appropriate medical facility.

ARTICLE 19

1. Risk assessments should be conducted for ranger operations in the field and should cover possible risks to the safety and human rights of rangers and of those they interact with, including the population of the area, other park staff, visitors, and those involved in criminal activities and armed groups. Rangers should be briefed about risks before each deployment. The impact and likelihood of risks should be assessed, along with appropriate strategies and means for their mitigation, which must include consideration of the level and appropriateness of training for risk management that rangers have received or will receive prior to exposure to these risks.

ARTICLE 20

1. Rangers or their representatives shall be involved and consulted at the appropriate level during all risk evaluations and risk management planning. All risk evaluations in relation to any aspect of rangers' work, including those risks relating to their accommodation, use of equipment, and deployment in the field, shall be conducted, as appropriate, with the participation of rangers or their representatives.

ARTICLE 21

1. In order to comply with the national policy, national laws and regulations shall provide that the employer shall take steps regularly to make available facilities to monitor rangers' health, with particular regard to known risks.

ARTICLE 22

1. Where rangers are killed or suffer injury at work, or contract an illness or infection arising from their exposure to hazards associated with job, the competent authority shall ensure that:
 - a. an investigation is conducted by the employer;
 - b. a report is submitted to the competent authority; and
 - c. arrangements are made for adequate remediation, compensation, and paid leave of absence in the event of injury or illness, and for compensation to be provided to families in the event of work-related death.

ARTICLE 23

1. Rangers assume risks as part of their duties. With regard to risks to their safety and health, rangers shall have the right:
 - a. to be informed and consulted on safety and health matters, including the proposed management of specific risks, where such risks arise concerning any area of deployment;
 - b. to participate in the application and review of safety and health measures and, in accordance with national law and practice, to select safety and health representatives and representatives in safety and health committees; and
 - c. to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and excessive risk that goes beyond their defined scope of expected duties, training and Standard Operating Procedures, and so inform their supervisor, base, and fellow rangers immediately. Rangers shall not be placed at any disadvantage as a result of these actions.
2. Rangers and their representatives shall have the duty to comply with the prescribed safety and health measures, to follow Standard Operating Procedures and the instructions of their supervisor in responding to risk, and to cooperate with employers in order for the latter to comply with their own duties and responsibilities.

PART VII. INSURANCE AND COMPENSATION FOR ACCIDENT OR INJURY AT WORK

ARTICLE 24

1. Each Member shall ensure that rangers are covered by an insurance or social security scheme covering both fatal and non-fatal occupational injuries and diseases and other work-related health risks.
2. Each Member shall ensure that these schemes provide coverage and protection of a level at least equivalent to that enjoyed by workers in comparable sectors, including specifically those in nursing and policing; and that rangers suffering work-related incapacity shall be entitled at a minimum to such immediate and on-going medical, surgical, and pharmaceutical assistance as may be necessary in consequence.
3. Qualifying suitable insurance or social security schemes may be private or public in nature and may be part of a wider national scheme or take any other appropriate form consistent with national law and practice. Where the insurance or social security scheme concerned is private in nature, the Member shall ensure that employers are under a strict duty to have in place and to maintain adequate participation in and contribution towards such schemes as may be necessary to provide sufficient coverage for all rangers concerned.

PART VIII. LABOUR INSPECTION

ARTICLE 25

1. Each Member shall develop and implement measures for labour inspection, enforcement and penalties with due regard for the special situation of rangers and the characteristics of their work.
2. The competent authority shall ensure that an adequate and appropriate system of inspection of the conditions of work for rangers at base and on patrol is put in place and that the inspectorate be provided with adequate means.

PART IX. SOCIAL SECURITY

ARTICLE 26

1. Rangers shall be enrolled in and enjoy the provision of social security on terms that are not less favourable than those applicable to workers generally in respect of social security protection, and shall enjoy conditions at least equivalent to those of other workers in the country concerned in respect of maternity and paternity leave, parental rights at work, sick leave, and social security.
2. Each Member shall undertake to take steps, according to national circumstances, to achieve progressively comprehensive social security protection for all rangers.

PART X. FINAL PROVISIONS

ARTICLE 27-32

Standard final provisions.

