



The Lewa Ranger Call to Action - 20 September 2025

Over 150 rangers from 20 countries participated in the 3rd African Ranger Congress at Lewa Wildlife Conservancy from 17-21 September 2025. It was organised by the Game Rangers' Association of Africa (GRAA), endorsed by the International Ranger Federation (IRF) and supported by Tusk Trust, the Wildlife Ranger Challenge, ForRangers, WWF Kenya, IFAW, Thin Green Line Foundation, Ai2 Earth Ranger, IUCN BIOPAMA, and African Parks. The Congress attracted rangers working for government, NGOs and community organisations from across Africa and provided a platform for the voice of the African Ranger to be heard.

We, the rangers of Africa, gathered at the 3rd African Ranger Congress (ARC) in Lewa, Kenya, united under the theme *Improving Ranger Welfare and Standards*, reaffirm our collective mission to safeguard Africa's natural and cultural heritage.

Building on the **Kasane Call to Action (2022)** and aligned with the **Hyères Ranger Declaration (2024)**, issue this declaration as a call to action for governments, park leadership, employers, donors, and the global community to:

1. Drive Recognition and Secure Global Commitments:

- Formally acknowledge the vital role rangers play as essential conservation professionals and frontline planetary health workers, whose contributions are critical to achieving global biodiversity and climate goals.

2. Strengthen Welfare, Build Resilience, and Expand Support Systems:

- Commit to fair pay, safe working conditions, and job security for all rangers, regardless of employer.
- Provide adequate ranger insurance, medical cover, trauma response and legal support for rangers.
- Prioritise mental health support and resiliency training.
- Promote emergency protocols and minimum safety standards for rangers, especially for those working in high-risk areas.
- Strengthen measures to safeguard rangers operating in conflict zones.

3. Raise Professional Standards, Enhance Competence, and Deliver Training

- Ensure that the scale of ranger training does not compromise its quality. Shift the focus from quantity to excellence by prioritizing the development of competent, skilled, and professional rangers through continuous training, mentorship, and leadership development.
- Support training institutions to align their curriculums with the **IRF Global Ranger Competences**.
- Recognise ranger leaders as advocates for welfare and standards, empowering them to influence decision-making.

4. Promote Fairness and Equal Opportunity

- Recognise the capabilities of all rangers, regardless of culture, race, religion, gender, education or employer to ensure equal opportunities for all.
- Recruit and empower youth, women, indigenous peoples and local community members as part of a fair and inclusive ranger profession.
- Ensure safe and supportive working environments, including facilities tailored to the needs of female rangers.
- Continue to uphold the principle that true equality in the ranger profession is only possible when all rangers operate under fair, just, and equitable conditions.

5. Ensure Accountability, Uphold Conduct, and Build Trust

- Adopt and uphold the **IRF Code of Conduct**, ensuring professionalism, accountability, and respect for human rights including the rights of rangers.
- Provide safe mechanisms for reporting misconduct and protecting whistle-blowers.
- Build community trust by recognising that rangers are often part of local communities and should conduct their duties with integrity, empathy, and respect.

6. Forge Partnerships and Mobilise Collective Action

- Foster collaboration between ranger associations, governments, NGOs, and communities to create long-term, sustainable solutions for ranger welfare.
- Recognise and celebrate the role of community conservancies and local initiatives in advancing conservation and ranger support.
- Work with partners to advance the use of ranger relevant technology that improves their effectiveness and safety.

Our Call to Action

We, the rangers of Africa, call upon:

- We urge **all organisations** employing rangers (including governments, NGOs and community organisations) to commit to the **Ranger Welfare Pledge** to improve ranger welfare and standards.
- **Governments** to legislate and budget for improved welfare and standards for rangers as essential public service professionals.
- **Employers and park leadership** to adopt and implement minimum welfare standards, fair employment conditions, and systems of support.

- **The global conservation community and donors** to prioritise investment in ranger welfare and professionalisation.
- **Rangers worldwide** to uphold the highest standards of conduct, solidarity, and service to people and nature.

Signed in Lewa, Kenya, on 20 September 2025

The African Ranger Congress