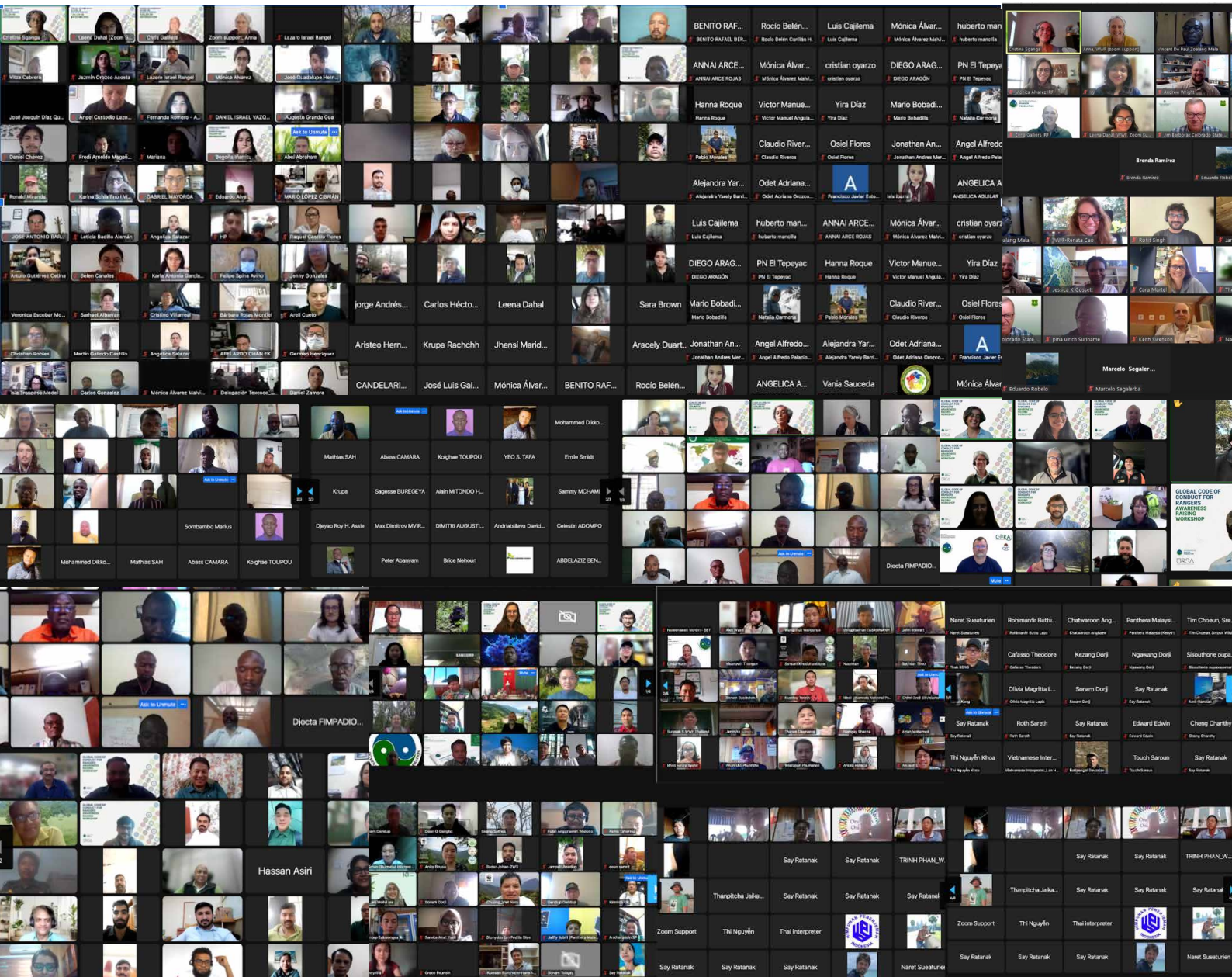


WORKSHOP SUMMARY REPORT

# RANGER CODE OF CONDUCT VIRTUAL WORKSHOP SERIES

June 28 - December 1, 2022



## ACKNOWLEDGEMENTS

This workshop series is part of a project implemented with the support of the German Federal Ministry for Economic Cooperation and Development (BMZ) through the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

## ABOUT THE INTERNATIONAL RANGER FEDERATION

*The global representative body for rangers.*

The International Ranger Federation (IRF) is a non-profit organisation established as the global representative body for rangers which raises awareness of and support the critical work that Rangers do in conserving the world's natural and cultural heritage.

## ABOUT THE UNIVERSAL RANGER SUPPORT ALLIANCE

*Supporting rangers today, conserving the world for tomorrow.*

URSA is a global coalition of conservation organisations building a network of well-supported, professional, and capable rangers, who can act effectively as custodians of the natural world. We advocate for the creation of inclusive and effective teams at the forefront of protecting nature, people, and the planet. Our priorities include representation, recognition, and resources for rangers around the world. Join us at [ursa4rangers.org](http://ursa4rangers.org).

## ABOUT THE WORKSHOP FACILITATOR

Cristina Sganga

Cristina has worked in the human rights field since 1985, with a specific focus on promoting a better understanding and use of human rights standards to enhance the capacity of States to fulfill their obligations and promote the participation of industry and civil society in the protection and promotion of rights. She has specialised in the design of in-person and virtual learning programmes for law enforcement services, including police, migration services, and counter-terrorism units. Cristina has regularly worked amongst others for Equitas, ICMPD, the OSCE, ODIHR, the UN OHCHR, and diverse community-based organisations and national governments.

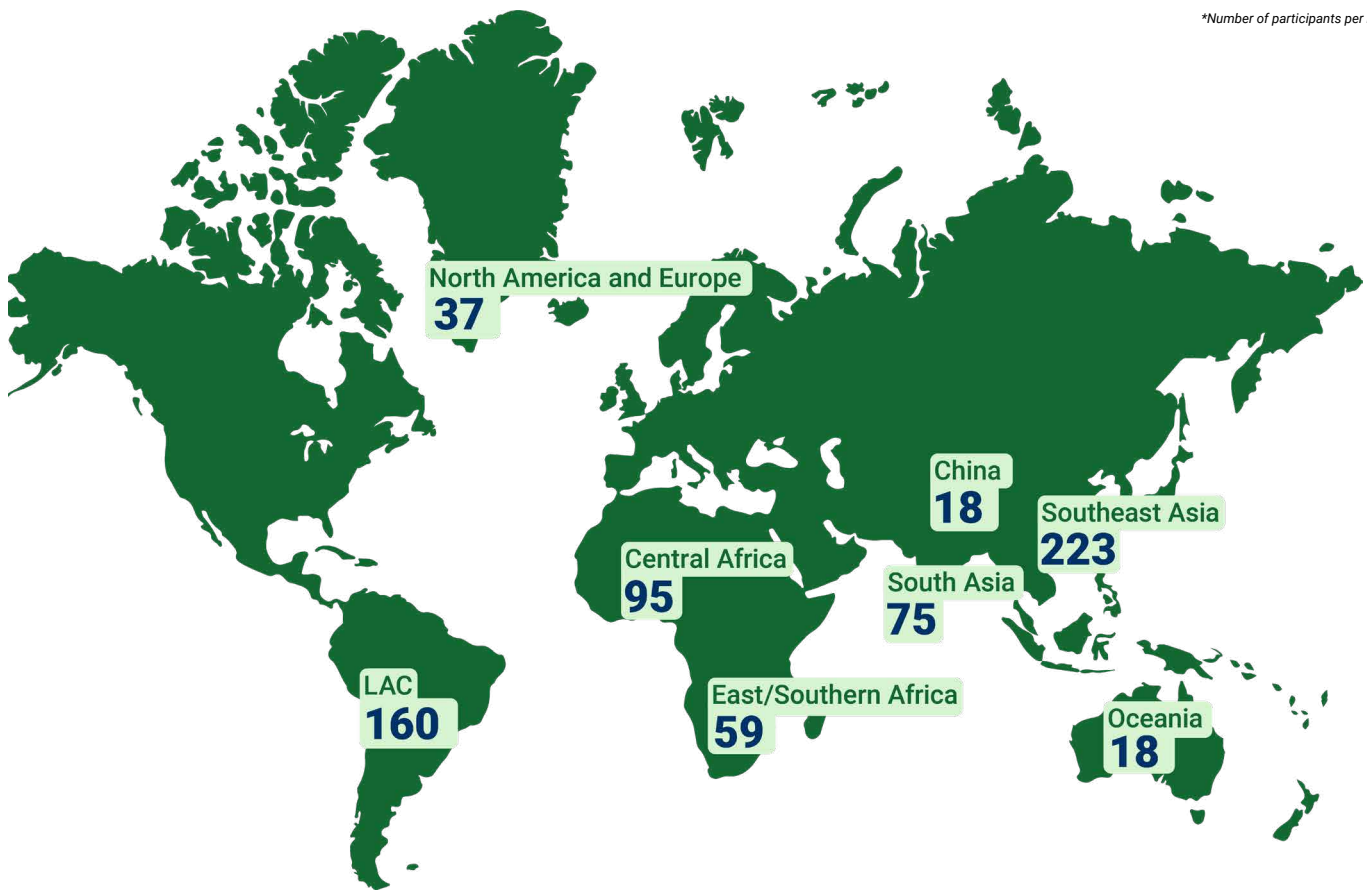
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# Contents

<b>BACKGROUND</b>	<b>2</b>
<b>WORKSHOPS AT A GLANCE</b>	<b>3</b>
<b>OBJECTIVES</b>	<b>3</b>
<b>EVALUATION RESPONSES</b>	<b>4</b>
<b>MAIN CONCLUSIONS EMERGING FROM SUB-REGIONAL GROUP WORK</b>	<b>6</b>
<b>KEY TAKEAWAYS</b>	<b>10</b>
<b>FACILITATORS</b>	<b>12</b>
<b>APPENDIX</b>	<b>13</b>



## COUNTRIES REACHED

Our invitations collected 1093 registrants representing 65 countries:

- |               |             |                      |
|---------------|-------------|----------------------|
| Argentina     | India       | Rwanda               |
| Australia     | Indonesia   | Serbia               |
| Benin         | Kenya       | Sierra Leone         |
| Bhutan        | Lao PDR     | Singapore            |
| Botswana      | Madagascar  | Solomon Islands      |
| Brazil        | Malawi      | South Africa         |
| Burkina Faso  | Malaysia    | Spain                |
| Burundi       | Mali        | Suriname             |
| Cameroon      | Mauritania  | Tanzania             |
| Canada        | Mayotte     | Thailand             |
| Chile         | Mexico      | Togo                 |
| China         | Mongolia    | Turkey               |
| DR Congo      | Mozambique  | Uganda               |
| Costa Rica    | Myanmar     | United Arab Emirates |
| Côte d'Ivoire | Namibia     | United Kingdom       |
| Ecuador       | Nepal       | United States        |
| Ethiopia      | New Zealand | Venezuela            |
| Fiji          | Niger       | Zambia               |
| France        | Nigeria     | Zimbabwe             |
| Gabon         | Pakistan    |                      |
| Germany       | Paraguay    |                      |
| Guinea        | Peru        |                      |
| Iceland       | Philippines |                      |

## TIMELINE

The workshop series ran from June 28 - December 1, 2022.

### North America and Europe

June 28

### Latin America and the Caribbean

July 12

### Central Africa

August 4

### Oceania

August 25

### East and Southern Africa

September 22

### Southeast Asia

September 29

### South Asia

October 12

### China

December 1

*This workshop series is the first virtual global workshop initiative to raise awareness about the Ranger Code of Conduct implementation.*

## Background

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The International Ranger Code of Conduct (CoC) was launched in July 2021. This is the first ever global Code of Conduct for rangers. The document was developed by the International Ranger Federation (IRF), with support from the Universal Ranger Support Alliance, following a global, iterative consultation process with rangers, ranger associations, ranger employers, national and regional government bodies, human rights organisations, and other relevant stakeholders across 92 countries and 1,820 people between two consultation phases.

The Code of Conduct has been translated into 13 languages (at the time of writing further translations are in the pipeline) and explainer videos have been developed to facilitate its dissemination. A separate set of guidelines have also been published to support the adaptation of the CoC to local contexts, and to facilitate its adoption and implementation.

In addition, two in-person workshops took place in Cambodia (August 2022) and Botswana (September 2022) to bring together relevant stakeholders to learn about the purpose of the CoC and how it can be adapted and implemented across different countries.

## THE COC VIRTUAL WORKSHOPS

To complement these diverse efforts, a series of virtual workshops was organised in order to reach a wider number of individuals working in conservation across diverse geographical contexts. 8 workshops were held between June 28, 2022 to December 1, 2022, with each workshop targeting a specific region (full list in Appendix I). These workshops were translated in real time across 20 languages, depending on the targeted region. A total of 685 people participated in the workshops with over 63 countries represented.



# WORKSHOPS AT A GLANCE

The objectives of the virtual workshops were:

- ✔ **To bring to life...** the Ranger Code of Conduct.
- ✔ **To explore...** how the code provides a guiding framework, which will need to be adapted to meet the local context.
- ✔ **To study...** how to meaningfully involve partners and local communities.
- ✔ **To examine...** how governments and ranger employers can improve ranger wellbeing, foster recognition for the ranger sector, and create public awareness about the vital role rangers play.

To achieve these objectives, the workshops were organised in three main sections:

Why a Code of Conduct	Inside the Code of Conduct	Building the Future
<p>In <i>Why a Code of Conduct</i>, participants were invited to share their views about the CoC and why this document is of practical use to rangers and others working in this field. Overall, wide support was voiced for the application of CoC.</p> <p>To complement this section of the workshop, different initiatives being undertaken to promote the CoC as well as to advance the working conditions of rangers, including greater gender parity, were shared with participants; who were invited to ask questions and to share from their diverse experiences. A regional representative from the ranger community spoke to these points and fostered discussion during the subsequent Q&amp;A.</p>	<p>The section <i>Inside the Code of Conduct</i> was dedicated to review the key content of the CoC’s ten articles. Attendees were encouraged to ask clarifying questions and emphasis was given to the importance of respecting life and the physical integrity of everyone, including the safety of rangers.</p> <p>It was made clear that the CoC articulates the values and behaviours expected from leaders, managers, staff, and volunteers while also serving as a yardstick to advance the human rights and working conditions of all staff and volunteers.</p> <p>Universal icons were created to introduce each of the ten CoC articles, specifically for this workshop series. These can be used or adapted to further promote awareness of the CoC.</p> <div data-bbox="571 1865 938 2018" data-label="Image"> </div>	<p>During <i>Building the Future</i>, groups were assigned three different questions:</p> <ul style="list-style-type: none"> <li>* In general, what can be done to motivate support and respect for the CoC?</li> <li>* In general, how to discourage non-compliance with the CoC?</li> <li>* In general, how to involve local communities and the public in applying the CoC?</li> </ul> <p>Towards the end of their group work, all were invited to consider <i>what can the leadership do about it?</i> This last question aimed at ensuring that participants understood that it is not only for rangers and volunteers to implement the CoC, but that managers, directors, and anyone in a position of leadership also have the responsibility to promote respect and support the CoC.</p> <p>Groups reported back to the plenary where there were very dynamic and thought-provoking exchanges and contributions. As contexts varied across each country and region, every workshop brought new levels of insight to the conversation.</p>

Prior to the closing of each workshop, participants were invited to complete an evaluation form and were informed about how to download their certificate of attendance. Here are a few responses:

#### What did you find most useful of this session?

- \* The breakout room sessions. Being able to talk to the other participants and listen to their thoughts was a good experience. Learned and got to share. *North America Workshop Participant, June 28*
- \* The diversity of the discussions! The bigger picture somehow works as a catalyst to make sense of how the bigger community works to understand the micro changes that are required to make this a part of the global picture. *North America Workshop Participant, June 28*
- \* The training provided deep insight into the conservation paradigm beyond the traditional practices. The course is very inclusive, informative and well delivered. *Southeast Asia Workshop Participant, Sept 29*
- \* Karena yang hadir dari beberapa negara, yang bermanfaat buat saya adalah sharei pengalaman dan kebiasaan dari beberapa negara melalui kesimpulan yang di sampaikan setelah diskusi grup.... (Because those who attended were from several countries, what was useful for me was sharing experiences and habits from several countries through the conclusions that were conveyed after group discussions..). *Southeast Asia Workshop Participant, Sept 29*
- \* La socialización de esta importante gestión de la FIG que posibilitará fortalecer el aporte de los y las guardaparques a la conservación y al bienestar humano. *Latin America and the Carribbeans Workshop Participant, July 12*
- \* El poder interactuar con las y los guardaparques de otros lugares, aprender , y tambien poder expresar nuestras experiencias (Being able to interact with park rangers from other places, learn, and also be able to express our experiences). *Latin America and the Carribbeans Workshop Participant, July 12*
- \* Les discussions et les valeurs universelles contenues dans lecode (the discussions about the universal values in the CoC). *Central Africa Workshop Participant, August 4*

#### What did you find least useful of this session?

- \* Time of the session was very less. *South Asia Workshop Participant, Oct 12*
- \* The challenge with streaming due to network problems. *East / Southern Africa Workshop Participant, Sept 22*
- \* It is long session, but I do not think we could do otherwise. *Central Africa Workshop Participant, Aug 4*
- \* My lack of computer skills. *Oceania Workshop Participant, Aug 25*
- \* Zoom not working properly also trying to understand other code of conducts in other associations. *Oceania Workshop Participant, Aug 25*
- \* Thời gian thảo luận và trao đổi ngắn nên nhiều vấn đề chưa được làm rõ vì thể chế/ quy định ở nhiều nước rất khác nhau, đặc biệt ở Việt Nam. (The time for discussion and exchange is short, so many issues have not been clarified because the institutions/regulations in many countries are very different, especially in Vietnam.) *Southeast Asia Workshop Participant, Sept 29*

## What first actions will you take to advance the adoption and implementation of the Ranger Code of Conduct?

- \* Discuss with my work team the importance of supporting fellow environment protectors even through excess/phased out but still well-functioning uniforms and equipment; making ppl aware of global connection we are making across my work and personal circles. *Oceania Workshop Participant, Aug 25*
- \* First, I will adopt myself the Rangers code of conducts, and then implement in the field. *Southeast Asia Workshop Participant, Sept 29*
- \* سأحاول نشرها في المجتمع المحلي المحيطين بالمحميات وسأحاول إيصالها لأكبر عدد ممكن من الناس والجهات الحكومية ذات الاختصاص (I will try to spread it in the local community surrounding the reserves, and I will try to deliver it to the largest possible number of people and government agencies in jurisdiction). *South Asia Workshop Participant, Oct 12*
- \* Sit with the team and REWP Director, identify the means for incorporation. *Southeast Asia Workshop Participant, Sept 29*
- \* Je pense qu'il faut vulgariser et demander l'adoption dans les pays désireux de s'unir (I think we must spread awareness and ask for adoption in countries wishing to unite). *Central Africa Workshop Participant, Aug 4*
- \* To be courageous in standing up for the environment, within the remit of CoC as well as positive reinforcements when liaising with members of the public. *Oceania Workshop Participant, Aug 25*
- \* I've shared the CoC with the rangers I immediately work with; I've also sat and went through each section to review how these standards currently manifest in my work, as well as what I can do to more deeply incorporate them. Our association also discussed the CoC in a previous meeting this year, and I believe it is on the agenda for the next meeting. *North America Workshop Participant, June 28*
- \* Look at how it can be translated into the local language. *North America Workshop Participant, June 28*

## What will you do differently in your work after having attended this session?

- \* To be courageous in standing up for the environment, within the remit of CoC as well as positive reinforcements when liaising with members of the public. *Oceania Workshop Participant, Aug 25*
- \* Respecter d'avantages les droit de l'homme et commencer la sensibilisation des rangers (Respect the advantages of human rights and begin sensitising rangers. *Central Africa Workshop Participant, Aug 4*
- \* To change my attitude, thinking capacity, and understanding of realities based on situational analysis. I must be helping, guiding, and understanding the problems of the stakeholders first. *Southeast Asia Workshop Participant, Sept 29*
- \* It is not easy to convince the government to apply it. It should use the botton up and top down approaches both. It means that we need to get agree in a high levels and choose some key areas to piloting. *Southeast Asia Workshop Participant, Sept 29*
- \* I will utilize more IRF/URSA resources and share them with my colleagues. *North America, Oct 12*
- \* I will change my attitude in arresting people. *East Africa / Southern Africa Workshop Participant, Sept 12*
- \* C'est une première expérience pour moi. Je verrai comment travailler à mettre en place l'association et amener les uns et autres à adhérer aux idéaux du groupe. (This is a first experience for me. I will see how to work to set up the association and bring each other to adhere to the ideals of the group). *Central Africa Workshop Participant, Aug 4*



Figure 3: Key takeaways from group discussions across all regions, written and presented by groups themselves.

## Building the Future Activity: Key takeaways from group discussions

### In general, what can be done to motivate support and respect for the CoC?

#### North America and Europe

- The CoC can be used in different training colleges / other existing training. For example, look to institutionalise human rights through the different Wildlife Colleges to infuse it into the training.
- The approach is very important; adaption is key.
- Ranger to ranger discussions have a lot of impact in terms of facilitating buy-in and respect.
- The CoC can be included for rangers in 10 African countries where ranger training programs exist.
- Adoption / implementation of the CoC could be included as a filter on who gets funding.
- Regional bodies could also play a role (does not necessarily have to be facilitated by ranger employers specifically).

#### Latin America and the Carribean

- To facilitate buy-in and respect, the CoC must be adapted to local realities; this can be done by holding workshops in different country contexts and by collecting testimonies of good practice of the Code.
- The CoC should be part of working contracts.

- Leadership could start pilot projects of implementation of the CoC.
- Raise awareness with policy makers so that they understand the work of rangers and include the CoC in laws and policies at National level
- Socialisation with neighbouring communities / agencies so they better understand ranger work, also with local administration bodies.
- In meetings bring examples to integrate values of the Code.
- Leadership should stop supporting initiatives that go against ranger work (e.g. mining, political challenges, organised criminal gangs involve in wildlife crime).
- CoC should be integrated within performance evaluations of rangers.

#### Central Africa

- To facilitate buy-in, it needs to be disseminated otherwise it remains a dead document.
- Produce a simplified version of the CoC for those without formal education.
- It is important that the higher ranks as well as NGOs are familiar with this document.
- Adapt the CoC to the local realities so that it can be used by everyone.
- Create green tribunals to bring legal experts to assess the CoC values that are not viable depending on the country context.

#### East and Southern Africa

- Without the CoC, there is a grey space; there needs to be a clear guideline on what is expected.
- Also, those who perform professionally must be recognised and incentivised (for example linked to better pay structures).
- Peer to peer support, motivating to strive to adopt the CoC and professionalise their work.
- Give rangers confidence and clear guidelines to conduct their work.
- Needs to be done in a consultative way. Engage management with buy-in from all levels.
- There should be a platform for rangers to contribute to the CoC to enable ownership and buy-in.

#### Oceania

- In the Oceania region, many groups already have existing CoCs (affiliated with agencies / organisations). It is very important that they align.
- Develop a series of scenarios or FAQs that provide guidance on what to do for common and unique situations across ranger workforces. For example: If situation x occurs, how should I respond based on the Code of Conduct?
- Have champions; another way to engage communities is through ambassadors - surrounding people / ranger communities with those who have modelled the CoC. Empower them to take it back and share it with their own communities.

## Building the Future Activity: Key takeaways from group discussions

### In general, what can be done to motivate support and respect for the CoC?

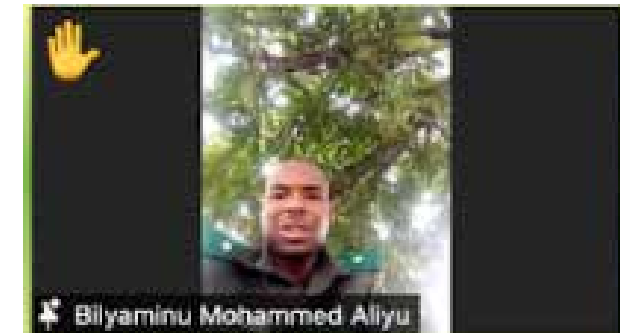
#### Southeast Asia

- The CoC needs to be translated in Vietnamese and sent to the central government who responds to ranger work (ie: the Forest Department of Viet Nam).
- Even the name 'Code of Conduct for Rangers' might be limiting; it doesn't mean it's only for rangers. We need to introduce and involve all stakeholders including forest owners, community guardians etc.
- It needs to be approved by government authorities before implementing.
- We need to strengthen the communications and awareness-raising to introduce the CoC to all relevant stakeholders and integrate it to existing projects.
- Focus should be placed on making the Code of Conduct more understandable and comprehensive; once they understand it well, they will implement it and follow up with the CoC's procedures.
- It's important to have a mechanism in place (ie. a committee of representatives) to follow up and monitor the awareness raising and implementation.
- In meetings, integrate values of the Code. Mainstream the CoC.
- First, rangers need to understand the CoC and then all rangers must be required to attend a workshop to fully understand.
- Rangers could take the lead on sharing the CoC with communities to garner this support as well.

#### South Asia

- Adapt the CoC to the local context and then there will be more buy-in.

- Leadership should come in and ask more women to join in as women take more ownership.
- Raise awareness in schools and in all centres within the region of the reserve.
- Have alternative laws (modify existing CoC principles) based on the need with the coordination of relevant ministries / government authorities.
- Local communities must be directly involved in the implementation of the CoC; Have a strategy between rangers and local communities; the local communities should know their roles with regards to the CoC / ensuring rangers abide by the CoC.
- Leaders should act as role models as once they're following the CoC in front of their teams / groups, they will automatically be following and respecting the CoC.
- To be accepted by rangers, the CoC must have clauses that ensure rangers their rights, their safety, and their health.
- Make working conditions better for rangers (in terms of wages / salary and incentives).
- Make rangers understand what the CoC is and take the ownership of this document (taking input from wildlife and biodiversity staff / people).
- We need to increase the digital footprint of the CoC but it also requires an offline and physical presence.



*Participants from the Central Africa, LAC, and East / Southern Africa workshops report back from group discussions and share their perspectives on 'Why a Code of Conduct?'*

## Building the Future Activity: Key takeaways from group discussions

### In general, how to discourage non-compliance with the CoC?

#### North America and Europe

- 🗣️ Anonymous reporting can help.
- 🗣️ The CoC should be included within the induction process for new rangers.
- 🗣️ Develop a training course on the CoC for new rangers.
- 🗣️ Managers have to be aware of the CoC and should be responsible for training their teams.
- 🗣️ Use peer pressure to handle non-compliance.
- 🗣️ Raise awareness of other agencies, including HR authorities of the CoC so it supports the compliance process.
- 🗣️ Increase the number of community rangers to strengthen accountability and ranger-community relations.

#### Latin America and the Caribbean

- 🗣️ Recognize ranger roles and figures, this will discourage non-compliance.
- 🗣️ Work in a living relationship of commitment and connection to the territory.
- 🗣️ Make professionalisation and capacitation a permanent part of the process.
- 🗣️ Managers / employers / leaders should strongly support rangers and the CoC implementation process.
- 🗣️ Non-compliance with the CoC will be discouraged when the sense of conservation and compliance arises from the community itself and not from the outside.

- 🗣️ Recognize that being a ranger most of the time is an election; it is a matter of pride to take care of the planet and it is important to believe in the importance of the job for general welfare.
- 🗣️ Develop facilitating tools to monitor compliance.
- 🗣️ Recover the mysticism and commitment of being a ranger.

#### Central Africa

- 🗣️ Positive sanctions; those who respect it should be congratulated and recognized (ie: with financial incentives).
- 🗣️ Those who do not respect it should have financial sanctions (eg: their bonuses should be reduced).
- 🗣️ It is important that sanctions are equal / the same from country to country; there should be universalized repercussions for not following the CoC.
- 🗣️ It is needed to create awareness so that everyone knows it and can apply it. We need to translate it to local languages.

#### East and Southern Africa

- 🗣️ Bring forward advantages of complying with the CoC.
- 🗣️ Secure support from donors as they can play a role in meeting compliance.
- 🗣️ Institutionalise the CoC within existing communities (eg: SAN Park in South Africa).
- 🗣️ Should specifically be part of the capacity building initiatives of rangers.

- 🗣️ Set targets against each pillar of the CoC (eg: wearing correct uniform, conducting spot checks ethically) and communicate these clearly to rangers which can encourage compliance. There should be clear consequences for not following the CoC.
- 🗣️ Integrate the CoC within the performance appraisal process; within the SOP for monitoring non-compliance, peer-to-peer monitoring and accountability is essential.
- 🗣️ Support financial incentives for good behaviour / compliance with the CoC.
- 🗣️ Include CoC as part of performance appraisal.
- 🗣️ Hold in person workshops to encourage rangers / teach them about real life scenarios linking with the CoC to make it more accessible to rangers.
- 🗣️ Do specific training with rangers on ways to manage situations that might drive violation of the CoC.
- 🗣️ Offer anonymous reporting avenues to allow for reporting of any non-compliance; this will also encourage compliance.
- 🗣️ The well-being of rangers and management should be a priority; improving and identifying rangers needs and challenges is key before rolling-out the CoC.
- 🗣️ The CoC should be visual and practical to use (charts, posters etc) to understand the CoC.
- 🗣️ The CoC should take into account limitations of education levels among rangers.
- 🗣️ Regular feedback sessions with top managers should include the CoC in their review.
- 🗣️ Adopt a rewards system; identify incentives to adopt the CoC and implement rewards.
- 🗣️ Leadership should make it part of their performance and provide necessary support to rangers.

## Building the Future Activity: Key takeaways from group discussions

### In general, how to discourage non-compliance with the CoC?

#### Oceania

- Communities (IP and LCs) should have a role in influencing the process; if a committee is created to monitor non-compliance, they must include local communities.
- In order to discourage non-compliance, the CoC should be adapted to the local context as even within the Oceania region, there are many diverse contexts that rangers operate in (eg: Indigenous rangers have their own leadership authority and it's important that this is recognized and included within the CoC implementation process).

#### Southeast Asia

- There needs to be a guide or manual to explain more clearly what the CoC is; they should also adapt it at the national and organisational levels so we can have a standard book for all rangers.
- Leaders should establish a clear chain of command because we have rangers from many agencies. Everyone should be made aware of the information channel when reporting non-compliance, especially when it involves sensitive information.
- The institution and departments need to give a course to every ranger so they can understand the CoC and implement it.
- They should create a mechanism to measure how far people have understood the CoC.
- They should establish an anonymous channel to report behaviour or non-compliance with the CoC. This should be a neutral channel so that the person providing the information is protected as well.

#### South Asia

- Identify motivating factors (such as increasing their facilities)
- When it is rolled out from the organisation to the field, it can be effectively complied to.
- Meetings, general assemblies, and national federations or similar groups can be a platform which can take resolutions to adopt the CoC as well.
- Different groups like protected areas, division forest offices can lead in different platforms in rolling out the CoC in their respective domains.
- Leadership should carry out institutional capacity-building / encouraging activities.
- Promote incentives.
- Country-specific Code of Conducts can also help.
- Formal and informal groups can be formed for monitoring the CoC implementation.
- Sensitising awareness and capacitating all rangers at a large scale can discourage non compliance.



**Participants from Southeast Asia, South Asia and Oceania Workshops report back from group discussions and share their perspectives on 'Why a Code of Conduct?'**

## Building the Future Activity: Key takeaways from group discussions

### In general, how to involve local communities and the public in applying the CoC?

#### North America and Europe

- 🗣️ Focusing on the broader role of rangers will help build trust with communities.
- 🗣️ Conduct meetings with local communities to let them know what they should expect from rangers via the CoC.
- 🗣️ Conservation organisations should be a vocal supporter of the CoC as a guiding document.
- 🗣️ Put systems in place that encourage implementation of the CoC and can monitor its violations.
- 🗣️ Develop common platforms to discuss rangers and community roles, responsibilities and challenges.
- 🗣️ Informal setting doesn't mean they shouldn't have a framework to operate 'generic rules apply to everyone.'

#### Latin America and the Caribbean

- 🗣️ In private protected areas: important to involve all sectors: youth, kids, men and women. Sometimes they do not know their own territories. Participate in local events too to involve more people.
- 🗣️ Promote the CoC through environmental education. Disseminate graphic materials. Provide benefits to the activities of the communities.
- 🗣️ Promote spaces of community engagement (strengthen the existing ones and that they are well represented)

- 🗣️ It is necessary to disseminate and inform and strengthen the image and roles of rangers in the territory besides law enforcement (avoid stereotypes) of the ranger as a representative of the territory. If he or she does not have the attributions to develop certain tasks, important that this can be explained by the ranger).
- 🗣️ Allow for spaces of dialogue about benefits of the PA in their daily lives. Listen perceptions to identify priorities "promote dialogue"
- 🗣️ That the communities feel part of the National Parks. Environmental awareness, share the conservation targets of the park and the conservation values so that communities feel empowered over their own territory
- 🗣️ Be open-minded to see what is viable and what needs to be modified. It is to make links that lead to the compliance of the conservation goals of the area. Eg. environmental awareness to scuba divers and marines

#### Central Africa

- 🗣️ Ensure partners and community members are truly active participants throughout the process.
- 🗣️ Set platforms to engage regularly with communities and their representatives.
- 🗣️ Reporting regularly to the community and involving them could be a way of evaluating the implementation of the CoC.
- 🗣️ Ensure the code is a tool for the community to understand ranger duties.
- 🗣️ Use the code as a tool to bring funders and the community together to support ranger's work.

- 🗣️ Explain what benefits the community may derive from having a Ranger CoC.
- 🗣️ Give more opportunities for communities and rangers to talk to each other and understand their roles.
- 🗣️ Different agencies do not work in isolation; so there are many factors that influence their conservation model, so we also need to think about that as well.
- 🗣️ We need to create a lot of awareness amongst the communities, so they understand the role of rangers.
- 🗣️ Creating awareness amongst the leadership within countries like director generals of departments, and other politicians, so they understand the value of it.
- 🗣️ Engage the donor community because they can play an important role in adopting the CoC.

#### East and Southern Africa

- 🗣️ Educate the community on the true roles of the rangers. Clarify the expectations of what the community thinks rangers should do.
- 🗣️ Leadership: the CoC should be taken up to the government level for buy-in and down to ranger level.
- 🗣️ Regular information sessions with the community and public.
- 🗣️ The CoC must be made known to the chiefs, villages, and the collective community & the local governance structures to hold the rangers to a higher standard.
- 🗣️ Rangers should go to schools to address children and parents on their roles and responsibilities; they should dismantle barriers and encourage harmonious relationships.

### In general, how to involve local communities and the public in applying the CoC?

#### East and Southern Africa (continued)

- Develop a ranger performance management system - example; good performance by rangers are given tokens to be exchanged in the community for goods. Could lead to community empowerment and buy-in of the CoC.
- In Namibia, rangers are voted in by the conservancies to work in a specific area; this leads to greater accountability.
- Begin by sensitising rangers and communities, their roles and responsibilities, what actions they need to take and why the CoC is important.
- Train rangers on the CoC for in depth understanding so rangers themselves can be the key tool for disseminating the CoC.
- Engage media to ensure the public is aware of the CoC; social media can be a tool to disseminate awareness (ie: CoC can be shared on whatsapp groups).
- Ranger associations and conservation organisations can take the lead in disseminating the CoC.
- Ensure community members and rangers understand the CoC to strengthen their work and not to make their work difficult – and especially linked with ensuring nature is conserved for future generations.

#### Oceania

- Local communities could serve on CoC monitoring committees and should remain part of the CoC adoption and implementation process.

#### Southeast Asia

- The CoC can play a role in strengthening relations between rangers and communities because it sets the international standards for rangers and can set the expectations for their behaviour.
- How do we implement the CoC in countries where there are some governance challenges; is there an example on how we can adapt it in these circumstances?
- Develop examples and templates of implementation of CoC in countries with governance challenges.
- In order to involve local communities in helping to apply the CoC; first - we should increase the dissemination within the local communities that are living around the protected areas.
- Improve the livelihoods of local communities; for example, when they don't have enough livelihoods, local communities try to access protected areas.
- Along with dissemination of the CoC, they should focus on spreading awareness on the role and responsibilities of rangers. For example, if local people don't know the roles and responsibilities of rangers, they won't be able to help implement it.
- We need to introduce and explain the CoC to local communities. They need to understand the role of rangers and who they are. Because most of the time, they don't know what rangers do; they need to explain this thoroughly to local communities.
- Sometimes rangers come from outside areas where they are having their jobs so they need to be introduced to the local culture and local people. So they know how to behave and respect the local culture. So each ranger can do this and can communicate with others. So the local people can accept them.

- We need to align the CoC to the existing Code of Conduct of the Government; in Indonesia, each site has something similar to its own CoC.
- Rangers need support in developing a framework to decide what the problems are in each site, so that they can fully understand their work and implement the CoC.
- Rangers can also become facilitators of local communities through the CoC; rangers themselves need to introduce the CoC to the local communities so that they can see how it's helping to preserve their local cultures and biodiversity.

#### South Asia

- Define what to expect from communities and what to expect from rangers
- NGOs can play a key role in supporting.
- Involve communities in conservation throughout the process. Engaging communities should be part of the overall approach, not an ad hoc approach.
- Community education and awareness through targeted sessions about laws, their rights, as well as conflict management is important.
- Consultation with local communities to build a trust environment is key.
- Improve the image of the profession through targeted campaigns - highlight the role of rangers and the duties they perform.
- Incentives and buy-in for communities to support this work.

# Key Takeaways

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Overall, the workshop series carried a relatively high level of complexity, starting from appealing visuals, to managing large groups of attendees and in two workshops, seven and eleven interpretation channels were used simultaneously.

## Learning across all workshops:

- \* There is genuine interest and effort on the part of rangers to learn about and implement the CoC.
- \* Further awareness-raising is a vital step in motivating respect and buy-in for the CoC. The virtual awareness sessions must continue for rangers and other stakeholders. Efforts should be made for in-person training and awareness sessions nationally and regionally.
- \* Local adaptation of the CoC is also a crucial step before implementation as this workshop series highlighted the diversity of ranger contexts, concerns and needs.
- \* In some cases, government buy-in is a prerequisite before rolling out the CoC. Further roll-out efforts should take this into consideration and raise-awareness among key stakeholders before reaching rangers.
- \* Throughout the workshop series, the role of the CoC in fostering relations between local communities and Indigenous Peoples was also highlighted. As pointed out in several workshops, the CoC can play a role in shaping expectations on the role of rangers; communities can also play a role in keeping rangers accountable by the standards outlined in the CoC.
- \* Further guidance about the implementation of the CoC was also requested in a number of workshops; for example, a more detailed FAQ on the CoC and a clear guide on how rangers can respond to certain scenarios while upholding the CoC were specifically requested by Oceania, South Asia and Southeast Asia workshops.
- \* While adapting and implementing the CoC is a country-led effort, rangers expressed the value and importance of the global ranger community in terms of providing a common framework for their work.

## FACILITATOR

The workshops were designed and led by a facilitator specialising in human rights and law enforcement. But her work would have not been possible if not by the support given by a technical team and the leadership of the organisers.

Cristina Sganga  
Facilitator and Human Rights Specialist  
5th December 2022



# Appendix

## LIST OF VIRTUAL WORKSHOPS

Ranger Code of Conduct: Awareness-Raising Virtual Global Workshop Series			
Date	Language(s)	Region	# of attendees
28th June	English	North America and Europe	37
12th July	Spanish and Portuguese	Latin America and the Caribbean	160
4th August	French, English	Central Africa	95
25th August	English	Oceania and Australia	18
13th September	Swahili, Zulu, English	East and Southern Africa	59
29th September	English, Thai, Vietnamese, Khmer, Bahasa, Burmese	Southeast Asia	223
12th October	English, Hindi, Tamil, Malayalam, Bengali, Nepali, Assamese, Sinhla, Arabic	South Asia	75
1 December	English, Simplified Chinese	China	18

## CODE OF CONDUCT ICONS

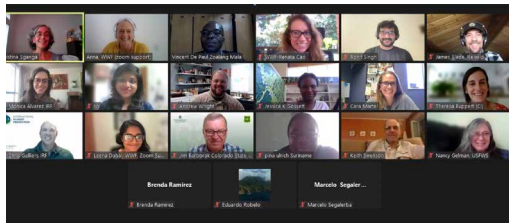


**Each workshop counted on the support of local facilitators who led the group discussions and reported back to the plenary session.**

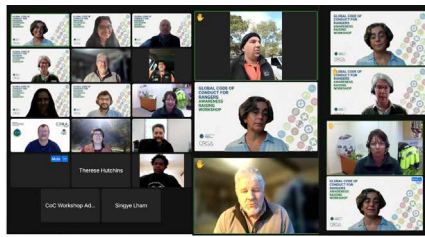
Name	Title	Workshop region
James Slade	Wildlife Crime Prevention Officer, Rewild	North America
Andy Wright	North America Representative, International Ranger Federation	North America
Renata Cao	LAC Regional Wildlife Crime Hub Lead	North America
Felipe Avino	Conservation Analyst - Forest Initiative	LAC
Monica Alvarez	Federation Officer, International Rangers Federation	LAC
Werhner Atoche	South America Representative, International Rangers Federation	LAC
Leonel Delgado	Central America Representative, International Rangers Federation	LAC
Adriana Pnilla	Biologist, University of Colombia	LAC
Renata Cao	LAC Regional Wildlife Crime Hub Lead	LAC
Augusto Granda	President, Ecuador Ranger Association	LAC
Ghislain Somba Byombo	Ranger, Gramba National Park, Democratic Republic of Congo	Central Africa
Isaac Gnoumou	Direction de la Faune et des Ressources Cynégétiques, Burkia Faso	Central Africa
koutoua benoît Amon	Africa Representative, International Ranger Federation	Central Africa
Craig Hay	Southern Africa Wildlife Crime Hub Lead, WWF South Africa	East / Southern Africa
Ashwell Glasson	Southern African Wildlife College, South Africa	East / Southern Africa
Hamera Aisha	Manager Conservation (Wildlife), WWF-Pakistan	East / Southern Africa
Naomi Haupt	University of the Free State, South Africa	East / Southern Africa
Dickson Kaelo	CEO, Kenyan Wildlife Conservancies Association	East / Southern Africa
Lucy Gibson	International Ranger Federation	Oceania
Jolene Nelson	Oceania Representative, International Ranger Federation	Oceania
Rodney Chambers	Ranger, New Zealand	Oceania

Name	Title	Workshop region
Alex Wyatt	Wildlife Crime Program Coordinator	Southeast Asia
Hung Luong Viet	Project Manager, WWF-Viet Nam	Southeast Asia
Thien Le Quoc	IWT Component lead - CarBi II project, WWF-Viet Nam	Southeast Asia
Say Ratanak	Protected Area and Law Enforcement Manager EPL	Southeast Asia
Rungnapa Phoonjampa	Senior Project Manager, WWF-Thailand	Southeast Asia
Azlan Mohamed	Field Biologist, WWF-Malaysia	Southeast Asia
Rin Narooun	Protected Area and Law Enforcement Manager	Southeast Asia
Nuri Asmita	Freelancer, UAE	Southeast Asia
Asma Saher	Executive Secretary to the CEO, WWF-Pakistan	South Asia
Dilip Kumar Subedi	Program Officer- Wildlife Trade Monitoring, WWF-Nepal	South Asia
Ajinkya Bhatkar	Senior Project Officer, WWF-India	South Asia
Kamal Yadav	General Secretary, All India Forest Officers Federation	South Asia
Sethu G	Wildlife Trust of India	South Asia
Jose Louies	Wildlife Trust of India	South Asia
Line Boustany	Shouf Biosphere Reserve, Lebanon	South Asia
Ivy Farheen Hussain	Aranyak	South Asia
Ravi Kumar	Assistant Coordinator, WWF-India	South Asia
Rohit Singh	Director, Wildlife Enforcement & Zero Poaching	North America, South Asia, Southeast Asia
Hamera Aisha	Manager Conservation (Wildlife), WWF-Pakistan	Central Africa, Southeast Asia, South Asia
Ratul Saha	Freelance Consultant	South Asia
Abby Wu	WWF China	China Region

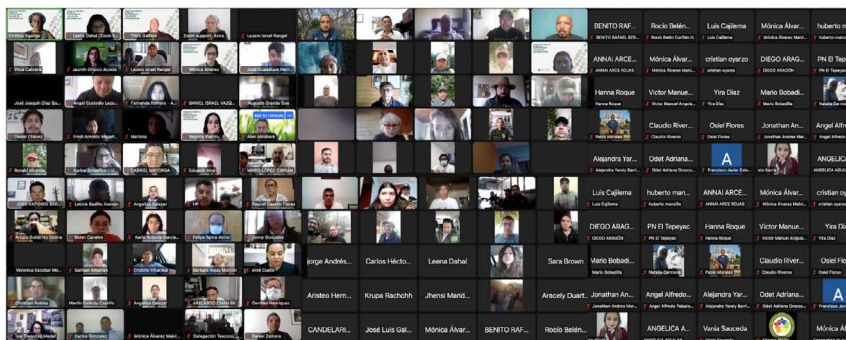
# Group Photos



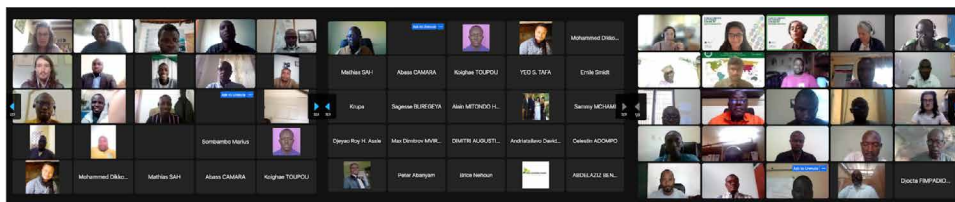
NORTH AMERICA



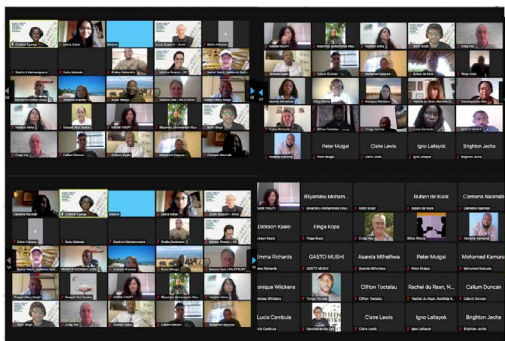
OCEANIA



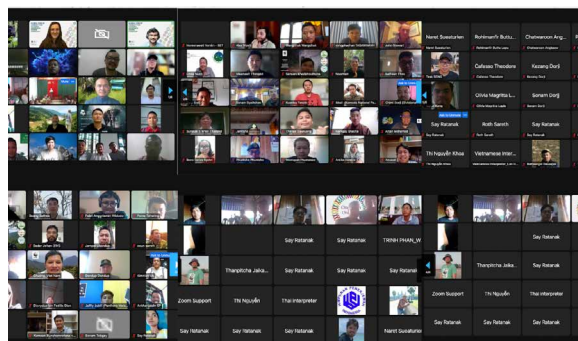
LAC



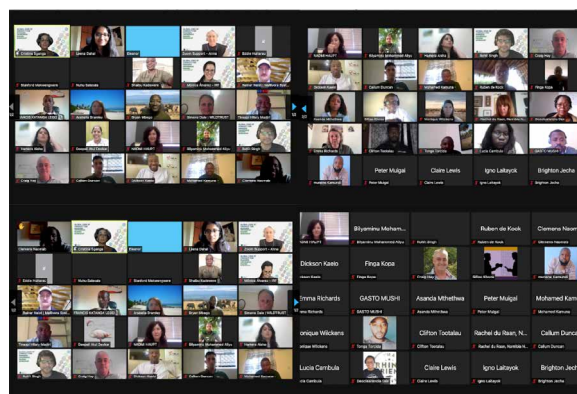
CENTRAL AFRICA



EAST AND SOUTHERN AFRICA



SOUTHEAST ASIA



SOUTH ASIA

Rangers from Bhutan warm up by a fire after an evening patrol © Simon Rawles / WWF-UK

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