

WORKSHOP SUMMARY REPORT

RANGER CODE OF CONDUCT IN ASIA: REGIONAL WORKSHOP

Phnom Penh, 17th – 18th August 2022



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.

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.

CITATION

Sganga C., and Singh, R. 2022. *Cambodia Code of Conduct Workshop: Phnom Penh, 17th-18th August 2022. Universal Ranger Support Alliance*

Photo credits throughout the report: © WWF-Cambodia

Published in November 2022

Contents

BACKGROUND:	2
A SNAPSHOT OF THE PROCEEDINGS	3
DAY ONE	3
DAY TWO	8
DEVELOPING ACTION PLANS TO IMPLEMENT THE COC	8
OPPORTUNITIES AT THE GLOBAL AND REGIONAL LEVELS	8
MAIN CONCLUSIONS EMERGING FROM SUB-REGIONAL GROUP WORK	9
OVERVIEW OF THE ACHIEVEMENTS OF THE WORKSHOP	10
SOME REMARKS BY PARTICIPANTS AT THE END OF THE MEETING	11
FACILITATION	12



This workshop is the first face to face regional workshop to bring together the relevant stakeholders to discuss the purpose of the Ranger Code of Conduct and how it can be adapted and implemented across Asia.

Background

The **International Ranger Federation 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 (URSA), following a global, iterative consultation process with rangers, ranger associations, ranger employers, national and regional government bodies, human rights organisations, and other relevant stakeholders. The first consultation phase garnered 177 responses from 51 countries, representing 663 people, while the second consultation phase received 620 responses from 41 countries representing 1,157 people.

The Code of Conduct has been translated into seven languages (at the time of writing further 6 languages are in the pipeline) and explainer videos have been developed to create awareness. A separate guidance document has been published to support the adaptation of the CoC to local contexts, and to facilitate its implementation.

This workshop is the first face to face regional workshop to bring together the relevant stakeholders to learn about the CoC and how it can be adapted and implemented across different countries in Asia. This workshop is part of a wider campaign to make the CoC known and to build commitment for its adoption and implementation.

OBJECTIVES OF THIS WORKSHOP

- To create awareness on CoC among the URSA members, supporters, and ranger associations in Asia.
- To develop a roadmap/work plan for the implementation of the CoC.

A snapshot of the proceedings

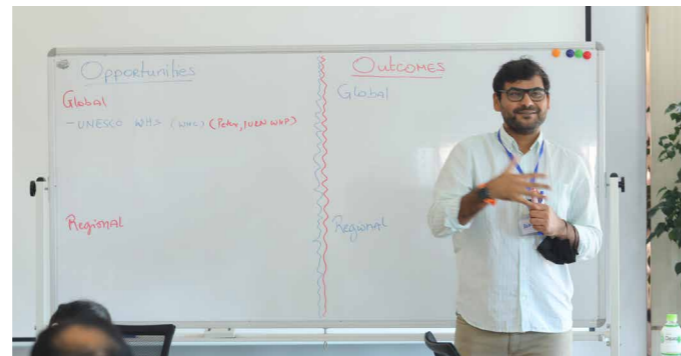
DAY ONE

After the opening, participants introductions, and review of the objectives of the workshop, there were a series of presentations.

- Ms. Roueida El Hauge, from the **UN OHCHR-Cambodia** spoke about the importance of human rights in the work of rangers. Rohit Singh, Chair of **URSA** Steering Committee, presented the work of URSA and their efforts to support the work of rangers, followed by Chris Galliers, president of **IRF**, who in turn introduced the history and work of the IRF as well as the process involved in the drafting of the Code of Conduct (CoC).
- Ms. Amy Maling from **ICCA Consortium** presented the work of the organisation and highlighted the importance of involving and collaborating with indigenous people and local communities (IPLCs).
- To begin the work on how to adapt, adopt and implement the CoC, participants developed individual maps of the human rights situations they encounter. Secondly, they shared their circumstances and developed a group map highlighting the key challenges, opportunities, and potential solutions.



[CLICK HERE TO WATCH THE WORKSHOP RECAP VIDEO](#)



GROUP ACTIVITY 1 SUMMARY:

From this activity, emerged some of the main challenges faced by rangers in the region:

INSTITUTIONAL/GOVERNMENTAL LEVEL

- Corruption and lack of professionalism;
- Lack of enforcement of the law;
- Lack of involvement of and consultation with IPLCs.

RANGERS' LEVEL

- Excessive use of force;
- Need to improve relations with IPLCs;
- Poor working conditions;
- Lack of due respect for their profession by employers and general public.

EXTERNAL FACTORS

- Encroachment by external groups (across borders and from outside conservation areas);
- Illegal use of firearms by poachers.

PARTICIPANTS CONCLUDED THAT TO IMPROVE THE SITUATION THERE IS NEED FOR

- Better equipment;
- Clearer employment frameworks;
- Adequate remuneration and social security protections;
- Fair disciplinary procedures;
- Training and capacity building;
- Policy reforms that bring respectful and collaborative relations with IPLCs.



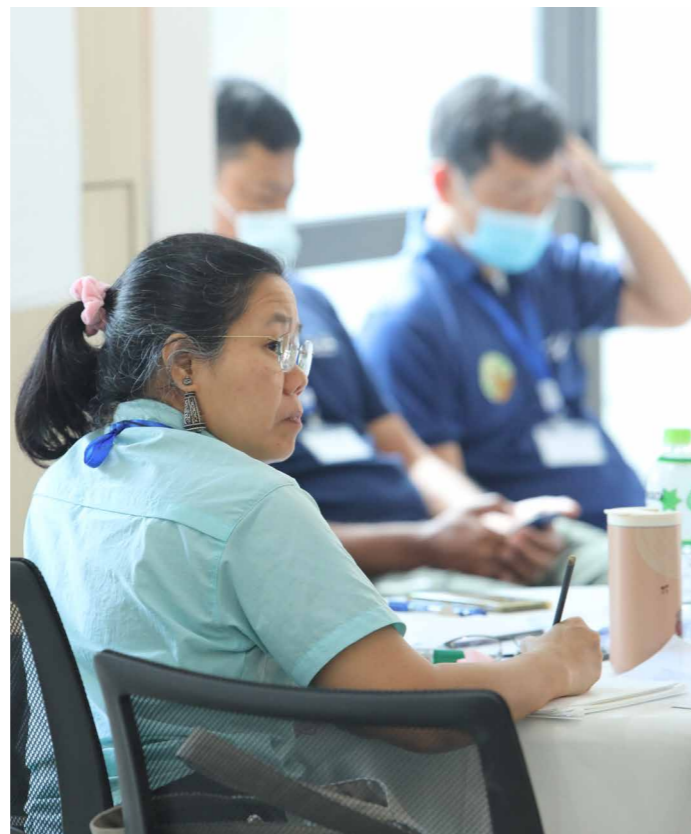
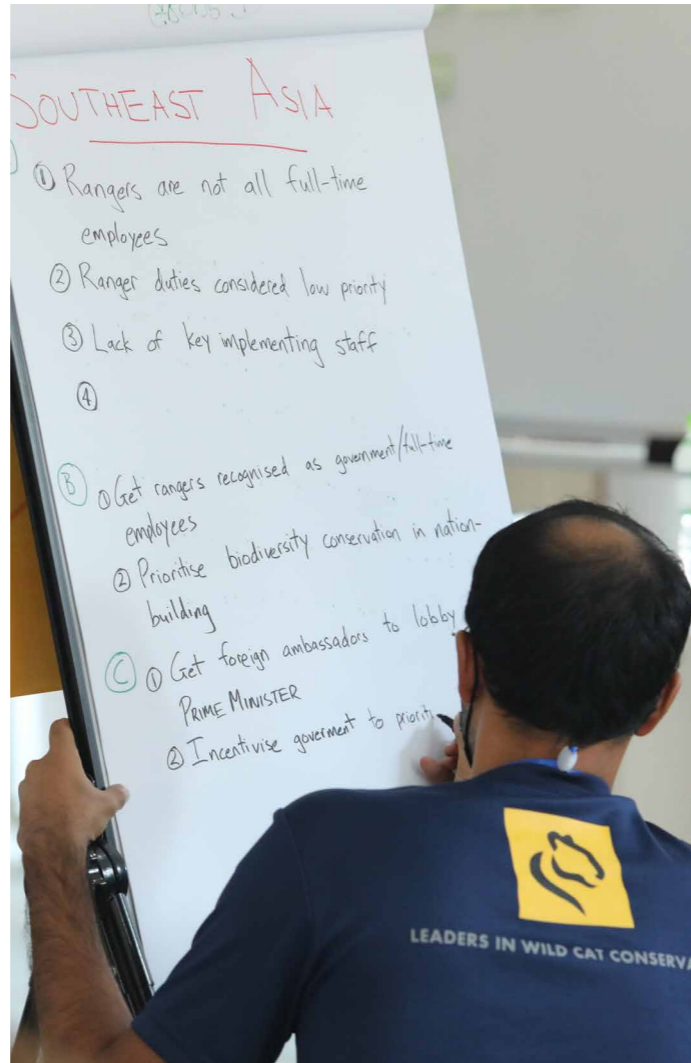
Group Activity 2 Summary:

The next group activity aimed at identifying and acknowledging outstanding initiatives that are already being implemented and which counteract the problems identified during the mapping exercise.

Examples of good practices across Asia

1. Centralised Information and Documentation Management so that when someone is detained their details are immediately registered and their detention is known.
2. Projects to stop illegal hunting by engaging in consultation with local communities, creating by-laws jointly, and setting up alternative forms of income generation.
3. Sharing income with communities of well managed conservation areas.
4. Good inter-agency cooperation undermines corrupt practices.
5. Joint training of rangers and communities.
6. Collective management commissions help diminishes poaching.
7. Providing insurance cover if domestic stock is killed by wild animals.
8. Hiring of locals as rangers.
9. Establishing foundations for individual conservation areas so that they can access funding.

This group work highlighted that many creative and beneficial ways of protecting conservation areas and involving local communities already exist. This demonstrates that the CoC is not an alien set of concepts, but already practiced by many in the sector.



Group Activity 3 Summary:

The following group work was aimed at identifying what steps particular groups of rangers could take to respect the CoC.

Group A discussed **what government agencies must do to incentivise buy-in and respect for the CoC.**

1. To achieve this it is necessary to ensure access to the right government representatives in order for them to adopt the CoC.
2. Secure government to government peer pressure to secure adoption and implementation.
3. Utilise global fora to promote the IRF and the CoC.
4. Align the CoC to local laws and any existing CoC.
5. Integrated the CoC into all training of new recruits in ranger colleges and refresher trainings supported by conservation organisations.

Group B discussed **what managers can do to incentivise buy-in, and respect of the CoC.**

1. Peer to peer training, creating respect and recognition for the importance of the CoC.
2. Create different type of incentives for rangers– i.e., employee of the month voted by colleagues etc.
3. Produce accessible brief Dos and Don'ts guides for rangers.
4. Include the CoC in a professional oath, or religious promise accompanied by a blessing from a religious figure.
5. Mainstream it and make it part of any audit aka performance appraisal.

Group C discussed **what rangers can do to incentivise buy-in and respect of the CoC.**

1. They could create badges to be given to colleagues who demonstrate compliance with the CoC.
2. Individually and collectively rangers should lead by example, as rangers actively apply the CoC others will see the benefits of this and will generate greater respect from other colleagues as well as from local communities.
3. Be trained and prepared to challenge and deal with difficult situations – work in groups rather than in isolation, this might make it easier to challenge colleagues who are misbehaving.
4. Use the CoC to drive improvements and to push senior staff to seek better working conditions for all.
5. Impart a sense of belonging to a worldwide ranger movement.



Group D discussed **what managers can do to discourage non-compliance with the CoC.**

1. Greater awareness about the CoC and its benefits should discourage non-compliance. Thus, the need to provide training about the CoC.
2. Recognise compliance, give certificates of good practice or/and bonuses.
3. Provide counselling and support to 'law breakers'.
4. Give verbal warnings explaining what actions are in breach of the CoC and providing practical suggestions on how to improve the range's performance.
5. Identify why rangers are not respecting the CoC and address root causes.

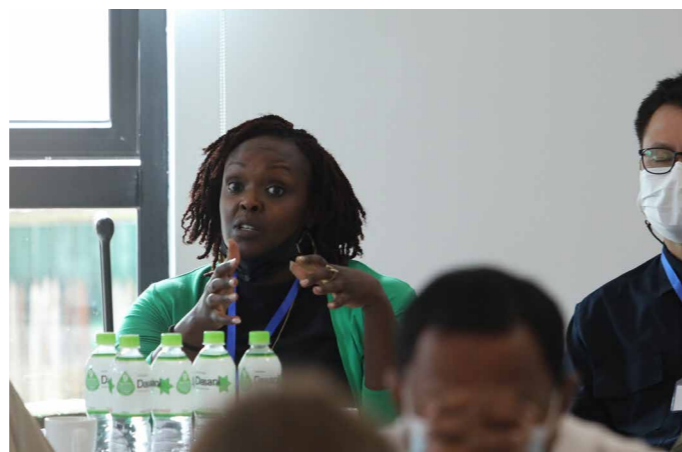


Group E discussed **what rangers can do to discourage non-compliance with the CoC.**

1. Lower rank have to be encouraged to talk, discuss non-compliance.
2. Mid-levels should be encouraged to raise issues with managers.
3. High ranking rangers must pursue criminal procedures when applicable.
4. Also consider applying local indigenous practices of justice.



At the end of the first day a brief summary of the day's proceedings was done, accompanied with some logistical information.



DAY TWO

The second day started with a brief address by Dr Madhu Rao, Chair of **IUNC World Commission on Protected Areas**. Dr Madhu expressed her commitment to support the implementation of the CoC.

DEVELOPING ACTION PLANS TO IMPLEMENT THE COC

The majority of the rest of the day was dedicated to 'Developing an action plan to achieve the adaptation, adoption, and application of the CoC.

To set the scene for the development to work plans time was allowed for the plenary group to brainstorm and examine the '**opportunities**' and the desired '**outcomes**' at the **global** and **regional** levels.

OPPORTUNITIES AT THE GLOBAL AND REGIONAL LEVELS

Work with different global, regional agencies, forums tools and standards to incorporate COC:

Policy	Tools and standards	Forums
UN agencies UNESCO: man & biops; and the enhancement of heritage outlook ILO	Integrating COC in existing Protected Area assessment tools such as Greenlist, CAITS, METT Seek development of standards to recognise rangers as a professional sector	World Parks Congress World Ranger Congress Asian Protected Area meet International Labour Conference
Convention on Biological Diversity (art.13) World Bank, GEF	Provide updates on the human rights situation of rangers to include in OHCHR country and other reporting to UN bodies	UN human rights organs and treaty monitoring bodies
Corporations		
International NGOs	Annual and national reports Inclusion of rangers' issues in campaigns	Seek contact and participation in relevant forums

Following the exploration of the global and regional scenarios, participants worked individually and then in sub-regional groups (South Asia and Southeast Asia) they shared their reflections. As part of developing their action plans, participants were encouraged to consider how to improve relations with IPLCs and to also keep in mind the types of support they may need from IRF and URSA.

MAIN CONCLUSIONS EMERGING FROM SUB-REGIONAL GROUP WORK

CHALLENGES

The groups identified lack of focus, non-compliance with standards, NGOs in-fighting as the major challenges to overcome in order to implement their plans.

DESIRED OUTCOMES OF ACTION PLANS

- Draft resolution for Asian Member States to adopt in relevant fora.
- Adoption of CoC at the national and local levels.
- Increase the capacity of managers and rangers based on National Quality Standards of the Training.
- Establish Agency for Capacity Building and pilot training programmes before adopting them.
- Greater cohesion amongst NGOs supporting the work of rangers.
- Develop monitoring tools to evaluate and review the adoption and application of the CoC.

OBJECTIVES

- At the regional level AMS accept the CoC and at the national level government adopt it.

THE GLOBAL LEVEL

1. Recognition and getting to be part of the global agenda of the UN and other relevant Intergovernmental Organisations (IGOs).
2. Mainstream CoC and other ranger tools, standards.
3. Recognition as a professional sector.

OPPORTUNITIES AT THE REGIONAL LEVEL

ASEAN Centre of Biodiversity
Global Tiger Forum

DESIRED OUTCOMES AT THE REGIONAL LEVEL

1. Mainstream CoC into existing standards, with government recognition.
2. CoC included in all induction training ABC programmes and training curricula
3. Recognition as a professional sector.

Overview of the achievements of the workshop

Based on the evaluation forms filled in by participants it is clear that participants appreciated the opportunity to get together, particularly since Covid stopped most in person meetings. They also prized the possibility to discuss with others how to adopt the CoC. Overall, participants engaged throughout the workshop and committed to promoting the CoC.

The importance of liaising, consulting, and working together with IP and LCs was stressed and noted. It was acknowledged the need to make a priority bridging any gaps between rangers and IP and LCs.

Participants found useful learning about human rights, and their nexus with the CoC and rangers' work.

Participants also valued the opportunity to learn about the experiences and the different situations other colleagues face.

Those not yet belonging to IRF strengthened their commitment to join as well as to roll out awareness activities related to the CoC, and to discuss the need to adopt the CoC with the relevant authorities.

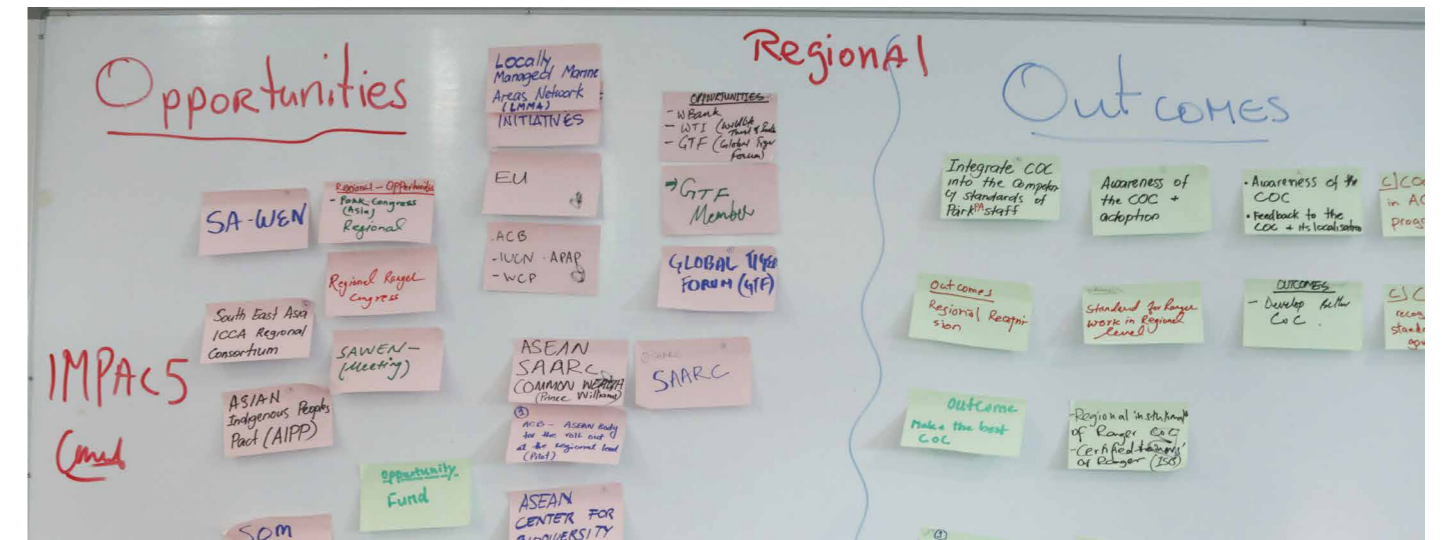
Amongst the tasks participants committed to was to translate the Coc to their local language; share with colleagues the content of the CoC; speak with relevant authorities, include the CoC in training curricula, develop job specifications and descriptions for rangers; and liaise more and better with other organisations, including IPLCs.

Scores from the evaluation forms, (Out of 1-5; 1 being poor and 5 being excellent)

Organisation = 4.64

Methodologies = 4.36

Facilitation = 4.68



Some remarks by participants at the end of the meeting

- After gaining more understanding of the CoC, I understood it is a useful tool to improve our performance.
- The application of force, when it comes to the communities, creates mistrust, and may end up in front of the courts if it is not carried out correctly. The CoC will help us all understand better how to carry out our tasks and to dialogue with IPLCs.
- The CoC will protect us all and help create local cohesion.
- The CoC will help us as a group fight corruption.
- I want to encourage employers to adopt it because it is a helpful tool for the State, the private sector, for all.



Facilitation

Cristina Sganga, an external consultant specialising in human rights and law enforcement capacity building, designed and led the workshop. The work of the groups was facilitated by 5 participants: Tim Redford, Amy Maling, Jose Logies, Khalid Pasha and Hamera Aisha. Their contributions were central for the success of the workshop.

Report produced by:
Cristina Sganga
London, England, 21st August 2022



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

URSA

SUPPORTING RANGERS

TODAY.

CONSERVING THE WORLD FOR
TOMORROW.

JOIN US: URSA4RANGERS.ORG



FORCE FOR
NATURE



ZSL
LET'S WORK
FOR WILDLIFE

