



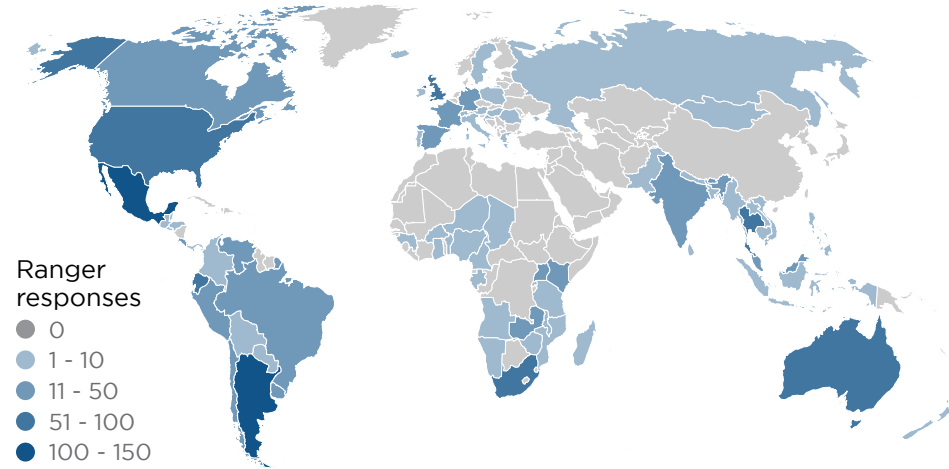
STATE OF THE RANGER

Vol. 1

This report establishes a global baseline understanding of the current status of the ranger profession; including recognition, conditions, competencies, inclusivity in the workforce, conduct, and ranger associations. This is the first publication (2024) of a long-term global study to track changes in the ranger profession.

RANGER SURVEY

81 countries, 1286 survey responses



74%

national or subnational employees

42

average age

76%

had a permanent or open ended employment contract

~80%

identified as male

~30%

indigenous and/or member of Indigenous Peoples group

EMPLOYER SURVEY

65 countries
287 survey responses

>50%

worked for national/subnational/local government

● POSITIVE ● NEGATIVE

RECOGNITION

Rangers need to be universally acknowledged as essential workers.



65%

OF RANGERS

and



~60%

OF EMPLOYERS

believe rangers are **viewed as essential service workers** by the public.



CONDITIONS

Rangers need to have a supportive environment to carry out their job.



~40%

OF RANGERS

said **wages are insufficient** to cover basic needs.



40%

OF RANGERS

said they **lack the right communication tools** to do their job.



<40%

OF RANGERS

have insurance, and less than 60% have adequate health and safety training.

65% OF EMPLOYERS feel the **number of rangers in their area(s) is inadequate.**



COMPETENCIES

Rangers need to be thoroughly trained for their job.



~80%

OF RANGERS

believe they are **adequately trained for their duties...**



...but rangers feel **more training is needed** in all aspects of their profession.



~60%

OF RANGERS

said they had **received emergency response/first aid refresher training.**

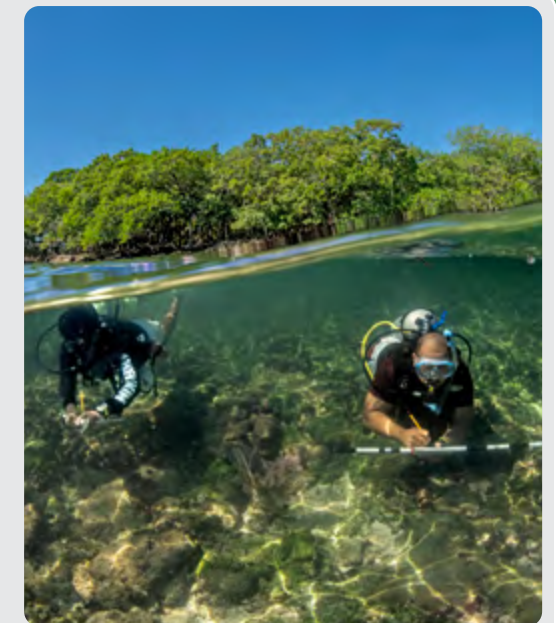


60%

OF RANGERS

have **completed a training needs assessment.**

80% OF EMPLOYERS believe rangers are **adequately trained for their duties.**



INCLUSIVITY

A diverse ranger workforce drives better conservation outcomes.



>70%

OF FEMALE RANGERS stated they are **paid the same amount as their male colleagues.**



>65%

OF FEMALE RANGERS said they **do not feel excluded from specific roles** because of gender.



~30%

OF FEMALE RANGERS said they do not feel there are **sufficient onsite measures to ensure safety.**

80% OF EMPLOYERS reported that **less than 20% of their rangers are female.**



41%

OF EMPLOYERS said **over half their rangers are Indigenous** and/or from local communities.



>90%

OF RANGERS **engage with Indigenous Peoples and/or local communities** at least some of the time.



ONLY 20%

OF RANGERS working with Indigenous Peoples and/or local communities **have received specific training to enhance collaboration.**



CONDUCT

Rangers need to be accountable and act professionally.



<15%

OF RANGERS said their organization has **adopted the IRF's Code of Conduct.**

RANGER ASSOCIATIONS

Rangers need to have a platform and unified voice.



>60%

OF RANGERS are **members of a ranger association** and believe membership has a positive impact.



RECOMMENDATIONS



The **International Labour Organisation** should recognize the ranger profession.

Governments and policymakers should:

- 1 recognize rangers as essential planetary health workers
- 2 recognize the crucial role rangers have in achieving global commitments
- 3 allocate resources to increase rangers with a diversity of skills
- 4 support protected area agencies and organizations to further professionalize the ranger workforce.

Employers should maintain high-quality working conditions for rangers through:

- 1 access to high-quality emergency medical care
- 2 access to life insurance coverage
- 3 access to basic services to improve health and safety
- 4 adequate resources, equipment, and technology
- 5 adequate and regular training
- 6 appropriate safeguards and policies.

Rangers should create a united voice by:

- 1 participating in ranger associations (existing or new)
- 2 driving participation in the next State of the Ranger survey.

Click the IRF logo to access resources that support the ranger workforce!



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