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Public policies to value the Military Police officer in the state of Amazonas

Public Policies for the Appreciation of Military Police Officers in the State of Amazonas

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Summary

This study, entitled “Public Policies for the Appreciation of Military Police Officers in the State of Amazonas,” analyzes state actions aimed at recognizing, supporting, and improving the working conditions of military police officers, considering the unique challenges of the Amazon region. The article begins with the understanding of public policies as a set of governmental guidelines and actions designed to address social problems, involving formulation, implementation, and evaluation. In Amazonas, valuing these professionals is essential given the vast territory, difficult-to-access areas, permeable borders, and the high level of risk faced in daily police work. The study identifies factors that influence devaluation, such as historical legacies of a repressive nature, structural precariousness, low pay, work overload, limitations in mental health, social stigmatization, and institutional fragility. It also examines the impacts of policies for continuous training, career plans, salary improvements, psychological support, technological modernization, adequate infrastructure, and social recognition. The central hypothesis argues that ongoing training and professional development contribute significantly to increased operational efficiency, reduced crime, and improved well-being of police officers. The methodology used is based on bibliographic and documentary research, allowing for critical analysis of theoretical frameworks, legislation, academic studies, and institutional documents. Ultimately, the study seeks to propose improvements that strengthen police performance and promote more efficient, humane, and sustainable public security in the state of Amazonas.

Keywords: Public safety. Public policies. Professional development. Military Police. Amazonas.

Abstract

This article analyzes public policies aimed at evaluating military police officers in the state of Amazonas, focusing on working conditions, physical and mental well-being, and the operational efficiency of these professionals. The discussion is situated within the field of public security policies, understood as a set of state guidelines and actions designed to address collective problems and formulated within specific historical, political, and economic contexts. First, it examines the trajectory of public policies in Brazil and their interface with public security, highlighting the central role of military police officers in maintaining order and protecting society, especially in a region marked by vast territory, difficult access areas, and porous borders, such as Amazonas. Then, it identifies factors that contribute to the devaluation of police officers, such as poor infrastructure, low wages, work overload, authoritarian legacies, social stigmatization, psychological illness, and political use of police forces.
On the other hand, it discusses professional appreciation measures, including career plans, salary

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improvements, continuous training, technological modernization, psychosocial support, humanization of working hours, and institutional and social recognition. The research is bibliographic and documentary in nature, based on books, scientific articles, legislation, and institutional documents. It is based on the hypothesis that continuous training and professional appreciation contribute to increased operational efficiency, reduced crime rates, and improved quality of life for police officers, directly impacting the quality of public security in the state of Amazonas.

Keywords: Public security. Public policies. Professional appreciation. Military Police. Amazon.

1. Introduction

Public policies are essential tools for addressing...
social problems and the promotion of collective well-being, structured through processes
Continuous processes of formulation, implementation, and evaluation. In the field of public security, such policies
They take on even greater relevance, as they directly influence the State's ability to protect the
The population and to ensure social order. The appreciation of the military police officer fits into this context as
a fundamental element for strengthening security institutions, since it involves the
professional recognition, improved working conditions, and investment in
ongoing training for these agents.

The work of a military police officer is characterized by frequent exposure to risky situations and pressure.
Psychological stress, violence, and physical exhaustion are factors that impact mental health, motivation, and...
Operational performance. In regions that present geographical and socioeconomic challenges.
In particular, such as the state of Amazonas, these difficulties are amplified. The extensive territorial network,
areas that are difficult to access, the presence of international borders, and sociocultural diversity.
They require specialized technical expertise, as well as public policies capable of guaranteeing
Adequate support for the staff.

In this scenario, the appreciation of military police officers transcends remuneration aspects.
encompassing actions aimed at professional training, technological modernization, and the provision of
Psychosocial support, improved infrastructure, and strengthening the bond between the police and society.
Studies indicate that job satisfaction, combined with adequate working conditions, is...
directly related to ethical commitment, operational efficiency, and the reduction of practices
illicit activities, reinforcing the need for integrated policies to promote their value.

Thus, this article seeks to analyze public policies aimed at valuing police officers.
military in the State of Amazonas, considering existing challenges, advances and gaps, as well as its
impacts on institutional efficiency and on the well-being of public safety professionals.

2. Theoretical Framework / Results

2.1 General Aspects of Public Policies and their Relationship with the Appreciation of Military Police Officers

The history of public policy in Brazil is deeply connected with the formation
social, political and economic changes in the country, reflecting transformations that have occurred from the colonial period to the present day.

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the present day. Throughout the centuries, these policies have always been subject to the influences of Dominant economic interests and social pressures that varied according to the context. historical context. Therefore, to understand the trajectory and evolution of Brazilian public policies, it is It is necessary to observe the main historical moments that influenced the formulation and implementation of these policies (SECCHI, 2017).

During the colonial period, for example, the relationship between the State and society was characterized due to the centralization of power in the hands of the Portuguese metropolis, which resulted in an absence Significant public policies that would meet the needs of the local population. State interventions had an extractive character, prioritizing the exploitation of natural resources. with the aim of benefiting the Portuguese Crown, without any concern for the well-being of Brazilian population. During this period, the State's focus was on maintaining the slave system and... An agricultural economy geared towards the external market, lacking initiatives that could be considered public policies of a social nature (DIAS; MATOS, 2015).

With Brazil's independence in 1822, a new phase began in the history of politics. public institutions in the country. However, the social and economic transformations brought about by independence were limited. The social structure, inherited from the colonial period, remained practically unchanged, and the Early public policies aimed at areas such as education and health were scarce and limited to small elitist groups, without reaching the majority of the population. During this period, the Brazilian State It continued to preserve the interests of the agrarian oligarchies and perpetuate social inequalities.

It was only in 1930, with Getúlio Vargas' rise to power, that policies began to emerge. broader public policies of a social nature, primarily as part of the process of The industrialization and urbanization of the country. The emergence of the Consolidation of Labor Laws (CLT) is a milestone of this period, highlighting the beginning of a more effective intervention by the State in social and labor issues (SECCHI, 2017).

The Vargas Era (1930-1945) undoubtedly represented a turning point in the history of Public policies in Brazil. The creation of institutions such as the Ministry of Labor and the The implementation of the CLT (Consolidation of Labor Laws) marked a greater intervention of the State in the economy and in... regulation of social rights. Public policies began to include, for the first time, urban workers, guaranteeing rights such as minimum wage, regulation of working hours work and the creation of the social security system. However, it is important to highlight that these Policies were centralized and paternalistic, with the aim of maintaining social control and guaranteeing... order. Concern for the universalization of social rights was still incipient, and many Some sectors of society remained on the margins of these achievements (SILVA, 2007).

With the military coup of 1964, Brazil entered a new phase of public policy. characterized by an even greater centralization of power and a developmentalist model.

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During the military regime, infrastructure modernization policies were implemented, such as...
Construction of highways, hydroelectric power plants, and policies to encourage industrialization.

However, these policies primarily favored foreign capital and large corporations.
national economic factors, which contributed to the deepening of social inequalities.
Public policies of a social nature were limited and, in many cases, had a character...
welfare-oriented, focused on the social control of the population, without a broader concern for
social inclusion (DIAS; MATOS, 2015).

With the return to democracy in 1985 and the promulgation of the 1988 Constitution, Brazil underwent...
through a profound transformation in the field of public policy. The new Constitution brought
Significant progress was made in guaranteeing fundamental social rights, such as health, education, and social assistance,
establishing the Brazilian Welfare State. The creation of the Unified Health System (SUS) was also a key factor.
(SUS) and the universalization of access to basic education are examples of achievements from that era.

The 1988 Constitution also enshrined the principle of decentralization of policies.
public policies, transferring responsibility for implementing various initiatives to states and municipalities.
policies. This decentralization process represented an important milestone in the history of Brazil.
expanding local participation in the implementation of these policies (SOUZA, 2006).

In the 2000s, Brazil experienced a significant expansion of social policies.
with emphasis on income transfer programs, such as Bolsa Família. This program
It became an international benchmark in the fight against poverty and had a direct impact on its reduction.
of the social inequalities in the country. However, the economic and political crisis that worsened from
2014 brought new challenges to the continuity of these public policies. The reduction of
Investments in essential areas such as health, education, and social assistance resulted in cuts.
budgetary constraints that threatened the progress achieved in recent decades (DIAS; MATOS, 2015).

The current landscape of public policies in Brazil is marked by advances and setbacks, which
They directly reflect the political, economic, and social context of each historical period. Since the
Initially, these policies were shaped by the interests of the ruling elites, with an attempt
The recent effort to expand social inclusion and guarantee basic rights to the population remains. However, the challenge
The current challenge lies in ensuring the sustainability of these policies, especially in the face of economic crises and
from the pressures for reforms that threaten to compromise the gains achieved in recent decades.
(SECCHI, 2017).

Public safety, in turn, is one of the fundamental pillars for the well-being of a
society. Its effective management depends on public policies aimed at protecting citizens and...
Reducing crime. In Brazil, the issue of public safety has been a constant concern.
This is a cause for concern, especially given the high rates of violence observed in recent decades.
In this context, it is crucial to understand the evolution of these policies and the main challenges for their implementation.

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implementation (CAIADO & LAPLANE, 2009).

Since the end of the 20th century, public security in Brazil has undergone transformations.
Significant. Early security policies focused primarily on increasing personnel.
police and in strengthening the repressive apparatus of the State. However, these strategies often
Focused on the militarization of police forces, they have proven insufficient to deal with the
The complexity of contemporary crime, which ranges from petty offenses to major crimes.
organized on a large scale. Starting in the 2000s, a new, more preventative approach emerged,
based on the integration of different sectors of society and the strengthening of community actions
security (DIAS; MATOS, 2015).

Public security policies in Brazil can be classified into two main groups:
There are two types of policies: prevention and repression. Preventive policies seek to act before a crime occurs.
addressing social factors that contribute to crime, such as poverty and lack of opportunities.
of deficient employment and education. Repressive policies, on the other hand, involve combating
directly targeting crime, through the strengthening of security forces and the judicial system. In
In both cases, there is a need for coordinated action between municipal governments.
state and federal agencies, as well as the involvement of other institutions, such as the Public Prosecutor's Office and the...
Judicial Branch (SECCHI, 2017).

Despite the progress made in recent decades, the implementation of public security policies...
The public sector faces recurring challenges. These include a lack of coordination between different levels of government, and...
corruption within the police force, insufficient financial resources, and difficulty in
Integrating data and information to enable more efficient performance is an ongoing challenge.
Furthermore, repressive policies, such as increased visible policing, are often...
criticized for promoting police violence and for not addressing the structural causes of crime.
(ANDRADE, 2017).

In recent years, technology has played an increasingly important role in
Public safety. Tools such as surveillance cameras, facial recognition software, and...
The use of big data has been employed to monitor and prevent crimes (ARAUJO; ZULLO; TORRES,
2020). In addition, the digitization of processes and the creation of integrated databases between
Different public security agencies have improved operational efficiency and facilitated...
solving crimes. However, the use of these innovations also raises concerns about
Privacy and ethics are paramount, requiring regulations that ensure the proper use of these technologies.

The appreciation of public safety professionals, especially military police officers,
This has become a central theme in the debate on public policy. These policies seek to recognize
the importance of these professionals, guaranteeing them better working conditions, mental health and
physical fitness, in addition to fair compensation. The relevance of these policies is heightened in contexts where

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The military police officer is constantly exposed to high risks of violence and psychological pressure, which This makes it imperative for the State to offer adequate support (SILVA; BUENO, 2022).

One of the main pillars of public policies aimed at valuing police officers. In military life, continuous training is essential. The need for constant improvement, especially in a... In a rapidly changing society, it is crucial to ensure the efficient and safe operation of these entities. professionals. Several Brazilian states have implemented training and retraining programs, with the goal of promoting a culture of continuing education that includes, in addition to tactics operational aspects, training in human rights, and conflict management. In this context, the emphasis Professional development is directly linked to the development of skills that guarantee not only public safety, but also the integrity of the police officers themselves (CAIADO; LAPLANE, 2009).

Another fundamental aspect of these public policies is attention to the mental health of police officers. Military personnel. The police profession is among those with the highest rates of psychological disorders. such as depression, anxiety, and post-traumatic stress. To mitigate these problems, some governments They have implemented psychological assistance programs, which include specialized care and preventive actions. However, the scope of these policies is still limited in many states, the which points to the need for greater investment in and implementation of mental health programs that include the entire staff (CARVALHO; PORTO; SOUSA, 2020).

In addition to issues related to training and mental health, there is the importance of valuing police officers. Military personnel also depend on improvements in working conditions and pay. Although these professionals play a fundamental role in maintaining public order, many They face grueling work schedules, a lack of adequate equipment, and poor pay. Insufficient, which directly affects their motivation and performance at work. Programs Governmental measures aimed at correcting these deficiencies include salary adjustments and incentives for... Performance and fleet and equipment renewal are important factors, but the effectiveness of these initiatives varies depending on the specific needs of the company. in accordance with the state (SILVA, 2007).

In addition to salary and training policies, social and institutional recognition is also important. plays an important role in valuing military police officers. Initiatives such as awards for Performance, awards, and public honors are symbolic but highly impactful forms of recognition. in recognizing the value of these professionals' work. Furthermore, policies that encourage... Closer ties between the police and the community also contribute to improving the social perception of... The military police officer as a protective agent, rather than a purely repressive figure (SANTOS; NUNES; LIMA; MADURO; ARAÚJO; SILVA; TEIXEIRA; CUNHA; SIMONETTI; BITTENCOURT, 2023).

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2.2 Factors Influencing the Devaluation of Military Police Officers

The military police officer plays an indispensable role in society, being one of the main...
responsible for maintaining public order and ensuring the safety of the population. However,
In recent decades, there has been a growing devaluation of this profession, resulting from...
various structural, economic, historical, and sociocultural factors permeate both perception
This phenomenon is both public and has internal knowledge of these agents. It is complex and multidimensional.
affecting not only the image of the police institution, but also the self-esteem, motivation and
performance of the military police officers themselves in carrying out their duties (CARVALHO,
PORTO; SOUSA, 2020).

The devaluation of military police officers in Brazil is deeply rooted in aspects
historical and cultural aspects. The formation of the police forces in the country dates back to the colonial period, when
Public security institutions were widely used as tools of repression and
social control. During the military dictatorship (1964-1985), this repressive character was amplified,
generating an association between the military police and authoritarian, oppressive practices that are far removed from...
citizenship. Although the country has undergone significant changes in recent decades, this
This historical legacy is still reflected in the way Brazilian society views the military police.
often linking it to practices of violence and human rights violations, which obscures the
institutional advances and attempts to modernize public security practices (DIAS;
MATOS, 2015).

Beyond the historical context, the working conditions faced by military police officers
These are another major factor in their devaluation. The scenario in which many military police officers
The work they do is marked by precariousness, both in terms of infrastructure and remuneration.
low pay, disproportionate to the level of risk and responsibility these professionals face.
These challenges, which they face daily, are one of the main causes of demotivation and career dissatisfaction.

Furthermore, the lack of adequate infrastructure — which includes everything from dilapidated vehicles to
Outdated equipment hinders the performance of police activities and contributes to...
A perception of abandonment by the State. Police officers working in police stations and bases.
Operational staff lacking even basic structure feel undervalued, which reinforces the feeling of
helplessness in the face of their daily responsibilities (ANDRADE, 2017).

Constant stress is also one of the biggest challenges for police officers.
military personnel, whose grueling work schedules and daily exposure to violence further exacerbate the situation.
These factors, combined, create a work environment that harms the mental and physical health of the workers.
professionals.

The lack of adequate psychological support, coupled with the absence of effective public policies.
To meet the emotional needs of police officers, this results in high rates of absenteeism.

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mental health problems, such as burnout syndrome and post-traumatic stress disorder.

This situation is aggravated by the lack of a more humanized institutional approach and by the absence of prevention policies and psychological support for security agents, which leads many police officers feel abandoned by both the State and society (SILVA; ALVES, 2014).

The negative perception of military police officers in society is also strongly present. influenced by media coverage. The media, by emphasizing cases of violence and abuse of power, It often ignores the daily work of police officers who act legally and within the law. established parameters. Such coverage ends up reinforcing stereotypes and stigmas that associate... Military police resort to violence and oppression, disregarding the adverse context and daily challenges. challenges faced by these professionals.

Furthermore, there is a lack of more effective institutional communication on the part of Police corporations exacerbate this situation, making it difficult to build a relationship of trust. between the police and the community. The absence of public campaigns that value the role of the police officer. military personnel and explaining the challenges and risks faced by these professionals contributes to the maintaining this negative image (JUNIOR, 2024).

Another crucial point in the devaluation of the military police officer is the lack of political recognition. and institutional. Successive governments have failed to implement public policies that prioritize the improved working conditions, fair remuneration, and career advancement mechanisms. police. Devaluation also occurs in the political sphere, where security forces are often used as political instruments, undermining their autonomy and legitimacy. This political use of police forces exacerbates the identity crisis within the institution itself. This generates a feeling of frustration and distrust among the police officers, who perceive the politicization of the issue. as a way to undermine their professional performance (MINAYO; SOUZA; CONSTANTINO, 2008).

Therefore, the devaluation of the military police officer is a phenomenon that stems from a A combination of historical, cultural, political, and social influences. Reversing this situation requires... a significant change in the working conditions of these professionals, which includes policies public initiatives aimed at improving infrastructure, increasing remuneration, and, most importantly, mental health support. Furthermore, it is essential that there be a joint effort between the government, the society and the media to rebuild the image of the military police officer, recognizing the importance of their role in maintaining public order and security (CARVALHO; PORTO; SOUSA, 2020).

Demotivation in the workplace is a widely discussed problem in various contexts. professions, but it takes on special relevance in the case of military police officers, due to the unique nature of their work. of their duties. The military police work environment is characterized by a high level of stress, Constant risks and psychological pressures directly affect the well-being of professionals and,

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Consequently, the quality of service provided to society. Demotivation among police officers.
Military behavior is influenced by a range of factors, from economic issues to conditions.
adverse work conditions, including social and psychological pressures (ANDRADE, 2017).

The economic factor is one of the main elements that contribute to the demotivation of
Military police officers. The lack of salary adjustments and the absence of adequate bonus policies.
This creates a scenario of frustration and dissatisfaction. Many police officers, faced with the difficulty of sustaining...
Their families, with the salaries they receive, end up resorting to other paid activities to...
supplementing their income. This has a direct impact on their productivity and commitment.
professionals are affected by their roles, as concerns about financial matters directly impact their...
job performance (ANDRADE, 2017). The mismatch between salary expectations and the
The reality of a police career also contributes to the turnover of qualified professionals, who
They abandon their careers in search of better financial opportunities.

Furthermore, poor working conditions are another factor that negatively impacts...
Motivation of military police officers. Constant exposure to risky situations, physical strain and
Emotional issues and the lack of adequate infrastructure for carrying out the activities are problems.
widely reported by police officers from different Brazilian states.

In many regions, military police officers work in police stations and operational bases without
minimal structure, which exacerbates feelings of worthlessness and powerlessness in the face of their
responsibilities (CARVALHO; PORTO; SOUSA, 2020). Exhausting work schedules,
often without proper rest, coupled with a lack of psychological and social support, contribute to
The increase in stress and feelings of helplessness among police officers, generating a cycle of
Demotivation directly affects the quality of service provided.

Work overload also has a significant influence on employee motivation.
Police. The increase in crime in various regions of the country has generated a growing demand.
due to policing, which often results in long working hours and short shifts.
flexible. This work overload not only affects the quality of life of police officers, but also
It compromises your ability to make effective decisions under pressure (SANTOS; NUNES; LIMA; MADURO;
ARAÚJO; SILVA; TEIXEIRA; CUNHA; SIMONETTI; BITTENCOURT, 2023).

Following this line of reasoning, the chronic stress to which these professionals are subjected,
This, combined with a lack of adequate rest, leads many police officers to develop health problems.
mental health issues, such as burnout syndrome, anxiety, and depression, directly affect your...
Productivity and motivation at work.

The lack of public policies aimed at improving working conditions and
Financial incentives also affect police officers' motivation. The absence of salary increases.
This, combined with a lack of career growth prospects, leads many to...

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police officers feel demotivated and dissatisfied with their career choice. This feeling of Devaluation not only affects the motivation of police officers who remain in the force, but also This contributes to increased employee turnover, which compromises the continuity of the... service provided and the retention of accumulated experience within corporations (MINAYO; SOUZA; CONSTANTINO, 2008).

Military police officers are embedded in a context of extreme social pressure, both because part of society as well as their own families. The demand for results in the fight against Crime, coupled with the difficulties of daily work, creates a high-demand environment. psychological.

Furthermore, the perceived devaluation of their profession by police officers intensifies Emotional exhaustion contributes to the development of mental health problems, such as Burnout syndrome, post-traumatic stress disorder, and depression (SILVA; ALVES, 2014). These conditions not only affect the individual well-being of police officers, but also compromise... The quality of service provided to the public is affected, since demotivated police officers tend to adopt [unconventional behaviors]. apathetic or negligent attitudes in the performance of their duties.

Another important psychological factor in the demotivation of military police officers is the phenomenon known as the "cycle of disillusionment." Many police officers enter the career with a vision idealized public service, hoping to be recognized and valued for their work in favor of society. However, the reality of daily life, marked by a lack of institutional support, by Poor working conditions and constant social pressure lead many police officers to become disillusioned. with the profession. This cycle of disillusionment, combined with a lack of recognition and encouragement, This results in a loss of motivation and the development of a negative view of one's own work. (SILVA; BUENO, 2022).

Social media has also played an important role in increasing scrutiny. public awareness of police actions. With the popularization of videos and live streams of In police interventions, the actions of military police officers have become increasingly visible and, many Sometimes, it is judged immediately and out of context. This constant exposure creates an environment permanent trial, which increases the pressure on police officers and negatively affects their Motivation and self-esteem (Andrade, 2017).

Daily exposure to violence also generates lasting emotional impacts on... Military police officers. Those who work in high-risk areas often develop a a kind of emotional insensitivity as a way of coping with constant stress and fear. Although This psychological defense strategy can help police officers face the immediate challenges of In her profession, she may also evolve into a broader emotional detachment, resulting in apathy and demotivation in fulfilling their obligations (ANDRADE, 2017). This

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Social distancing not only affects the professional performance of police officers, but also compromises their safety.

The relationship between the police and the community is worsening, exacerbating the cycle of mutual distrust.

2.3 Public Policies for the Appreciation of Military Police Officers

The profession of military police officer is intrinsically associated with maintaining public order.
Protection of citizens and promotion of security in communities. The work of these professionals.
It involves not only crime prevention, but also direct action in high-risk situations, where
Their lives are constantly in danger. In this context, the value placed on this professional is...
of paramount importance in ensuring the proper performance of the duties assigned to them. However,
The appreciation of military police officers, both in Brazil and in other countries, has been a topic of discussion.
neglected in public policies, which is reflected in a series of problems related to
remuneration, working conditions and professional recognition (SILVA, 2007).

One of the main issues causing dissatisfaction among military police officers is...
salary disparity compared to other professions that involve responsibilities and risks.
similar. The profession of military police officer demands a complete commitment, both physical and
Emotional demands are high, but often the compensation does not reflect the magnitude of these demands.
Public policies that propose periodic salary adjustments and the implementation of a career plan.
fair practices are considered fundamental to keeping these professionals motivated and committed to
their duties. Furthermore, salary increases are directly linked to the perception of fairness in
work, providing adequate recognition of the effort and risk involved, which, in turn,
In turn, it positively influences the quality of service provided to society (MINAYO; SOUZA;
CONSTANTINO, 2008).

The Military Police plays an essential role in preserving public order, in
Protection of citizens' rights and promotion of social peace. However, the challenges faced
The challenges faced by these professionals are numerous and include precarious working conditions, physical and mental exhaustion.
constant, in addition to the lack of a salary policy that is capable of adequately valuing the
Daily effort and the inherent risk of the profession. In the current scenario, the implementation of salary improvements,
Along with an efficient and well-structured career plan, it proves crucial not only for
to guarantee the motivation and engagement of these professionals, but also to ensure the provision of services.
of a high-quality public security service to the population (SILVA, 2007).

It is widely recognized that salary increases are one of the most important factors.
important in motivating any professional, being especially relevant in the case of
Military police officers, who risk their lives in their daily activities. Low salaries, as well as
Salary discrepancies between different states and ranks discourage these professionals.
often leading them to seek side activities to supplement their income.

This scenario can compromise performance in police service, since the police officer often...

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Sometimes they cannot dedicate all their energy and focus to their main function. Therefore, a salary policy Fairness not only increases the purchasing power of military police officers, but also promotes dignity in the workplace. performing the job, raising their self-esteem and strengthening their commitment to safety. public (MINAYO; SOUZA; CONSTANTINO, 2008).

Another key point for valuing military police officers is the career plan, which should be... seen as an essential tool to ensure motivation and professional development. Throughout their career path, a structured and meritocratic progression model offers the professional... A clear perspective on growth, which helps to avoid stagnation and the resulting demotivation. which can occur in institutions where there are no opportunities for advancement.

Indeed, the lack of a well-defined career plan, with fair and objective criteria, Clearly, this results in dissatisfaction and stagnation, which directly impacts motivation and efficiency. of the service rendered to society. Furthermore, promotion based on seniority and merit should be a A key point in career plan reforms, avoiding political or other privileges. natures that disrespect individual effort and merit (MINAYO; SOUZA; CONSTANTINO, 2008).

Recognition through promotions and rewards is cited as a factor that can contribute significantly to reducing occupational stress and improving Quality of life for police officers. Professionals who feel valued and have prospects for... Those who grow up tend to be more committed to their work, which translates into greater... Efficiency in combating crime and reducing crime rates. Therefore, a military police officer who... Those who are well paid and have prospects for continuous professional development are more inclined to... to perform their duties with greater responsibility and effectiveness (MINAYO, 2013).

In addition to salary and career development plans, it's also important to consider the following: working conditions as one of the determining factors for the quality of service provided by Military police officers. Often, these professionals work in unsafe environments, without the proper [protection/security/etc.]. infrastructure and lack of adequate equipment, which not only compromises their own safety, but also the efficiency of operations.

In this sense, public policies that guarantee the availability of equipment Modern vehicles, suitable equipment, and safe work infrastructure are crucial for value creation. of these professionals. The lack of maintenance or the absence of suitable locations for planning. Strategic and administrative issues negatively impact the quality of service provided to society, in addition to to increase the risks of operational error, which can have serious consequences for safety. public (SILVA, 2007).

Investing in technology and infrastructure is therefore an essential measure to increase the The effectiveness of police operations and reducing the risks faced by police officers in carrying out their duties.

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their functions. With the advancement of technology and the increasing complexity of police activities, the The need for updated equipment and adequate facilities has become essential for respond quickly and effectively to social demands (MINAYO; SOUZA; CONSTANTINO, 2008).

Therefore, the introduction of drones, surveillance cameras, more precise weaponry and More efficient communication systems, for example, significantly improve the ability to Police response in critical situations increases the safety of the police officers themselves during their duties. operations, enabling greater effectiveness of police action in confronting different actions. criminals.

The use of advanced technology not only improves the efficiency of operations, but also This contributes to a more effective fight against organized and high-risk crime. The absence of these Technological resources, on the other hand, can expose police officers to greater dangers and compromise their safety. The effectiveness of their actions. Therefore, the modernization of equipment and technological updates. Continuous measures should be seen as priority strategies for strengthening police forces. (ARAUJO; ZULLO; TORRES, 2020).

However, investments in infrastructure and equipment should not be viewed as one-off actions. Long-term planning, with provision for constant updates and Maintenance is essential for the Military Police to maintain its operational capacity in a high level. Furthermore, the continuous training of police officers in the use of new technologies is... essential for these professionals to always be prepared to deal with modern challenges. of public safety.

Police work is notoriously recognized as one of the most stressful professions. and exhausting, both physically and psychologically. The constant exposure to risk, the working hours of Strenuous work and daily contact with situations of violence and tension directly impact the Mental health of military police officers. Public policies aimed at psychological support and... Promoting the mental health of these professionals can make a significant difference in appreciation and well-being of police officers (MINAYO; SOUZA; ASSIS; OLIVEIRA, 2011).

Studies indicate that military police officers face high levels of stress and pressure. in their daily activities, which can result in psychological disorders such as anxiety and depression. and burnout. These problems not only affect professional performance, but also have repercussions in the personal lives of these individuals, compromising their quality of life. The work environment The work of these professionals is characterized by situations of high stress and constant exposure to danger. Factors that contribute to the increase in psychological disorders (SILVA; ALVES, 2014).

Psychological support offered to military police officers through assistance programs. Psychosocial and occupational therapies have proven to be an effective tool for reducing the impact.

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Chronic stress. The creation of listening and support spaces within security institutions.
Public safety is fundamental to promoting the mental health of police officers, offering an environment of
Trust and ongoing support. These programs are especially important for preventing...
Emotional exhaustion, which can impair professional performance and lead to absenteeism.
work (CARVALHO; PORTO; SOUSA, 2020).

Continuous training for military police officers is one of the fundamental pillars for ensuring a
Efficient performance aligned with the demands of modern society. The advancement of technology and the
Globalization has brought new demands to the field of public safety, making it indispensable.
that agents are constantly trained and empowered to use cutting-edge technologies,
such as drones, facial recognition systems and big data (ARAUJO; ZULLO; TORRES, 2020).

These new technological resources require specific technical qualifications, which must be
offered on an ongoing basis to ensure that police officers are prepared to deal with the
The challenges of contemporary crime. Therefore, police institutions need to invest in...
training programs that include these new tools and methods.

Finally, it is worth adding that, in addition to technical training, the police officer's education...
Military service should also include ethical and social aspects.

Police action in a democratic society demands respect for human rights and
citizenship, which implies that the education of these professionals must be based on respect for
Civil rights and the protection of citizens. The inclusion of subjects focused on ethics, rights
Humans and citizenship are essential for building a more humane institutional culture and
committed to democratic principles (CAIADO; LAPLANE; 2009).

3. Materials and Methods

This study is characterized as bibliographic and documentary research.
selected for its suitability to the objective of analyzing public policies that value police officers.
military in the State of Amazonas. The bibliographic approach allowed us to gather, examine and systematize
Relevant academic publications on public policy, security management, and valuation.
professional and working conditions of police officers. Books, scientific articles, and other sources were consulted.
legislation, institutional reports and technical publications, enabling the construction of a
a consistent theoretical framework on the subject, as recommended by Oliveira and Sousa (2017).

Documentary research complemented this analysis through consultation of documents.
official documents, such as laws, decrees, government reports, and internal regulations of the Military Police of
Amazonas, institutional studies and statistical databases. This material made it possible to observe
how valorization policies are formulated, implemented, and recorded in the context
Amazonian. Unlike bibliographic research, documentary analysis allowed for direct contact.

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using primary data, thus promoting a closer empirical approximation to the reality being investigated, as proposed by Dias and Matos (2015).

The analysis of the materials followed a qualitative approach, with critical reading. Thematic systematization and comparison between different sources. The method adopted sought to identify recurrences, gaps, theoretical convergences and empirical evidence related to the conditions of work, training, mental health, compensation and professional recognition of police officers Military personnel from Amazonas.

The information was organized along three axes, corresponding to the categories. previously defined in the course of this academic essay: general aspects of public policies, Factors that influence devaluation and actions to enhance professional value. This strategy The methodological approach made it possible to understand the phenomenon studied in an integrated way, allowing for analyses. supported by scientific principles, institutional data, and established literature references. specialized.

4. Results and Discussion

The results obtained through bibliographic and documentary research show that the The appreciation of military police officers in the state of Amazonas is influenced by a broad set of factors. Structural, historical, organizational, and psychological factors. When analyzing public policies Regarding the sector, it was observed that, although there are specific recognition initiatives, In the professional field, a scenario marked by persistent challenges that directly affect the professional sphere still predominates. the performance, motivation, and well-being of these professionals.

One of the main findings concerns the historical influence of security policies. Brazilian. The literature indicates that the formation of police forces occurred under a strong character repressive, especially during the colonial period and the military dictatorship, which contributed to the construction of a negative stigma associated with the profession (DIAS; MATOS, 2015). These legacies They continue to influence social perception of the military police to this day, hindering recognition. institutional and contributing to the devaluation of the professional image.

Another relevant finding relates to the working conditions faced by police officers. Military personnel in the Amazon. Documentary analysis revealed deficiencies related to infrastructure, Compensation, grueling work hours, and lack of adequate equipment are all widely criticized aspects. discussed by Minayo, Souza and Constantino (2008) and by Silva (2007). The insufficiency of support psychological and the increase in cases of mental illness, such as burnout and post-traumatic stress, They reinforce the need for more comprehensive public policies focused on the mental health of police officers.

The study also shows that socioeconomic and geographic factors intensify the challenges. challenges faced in the Amazonian context. The vast territory, the areas that are difficult to access, and the presence of

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Permeable borders increase the demands on personnel and require highly efficient operations.
specialized. In this sense, continuous training policies appear as a central element.
for operational performance, being identified as indispensable for development.
Technical and emotional skills of the military police officer (OLIVEIRA; SOUSA, 2017).

Regarding value-adding initiatives, it was observed that measures such as improvement
salary increases, implementation of career plans, technological modernization, and strengthening of the relationship.
Police-community relations are widely recognized in the literature as effective strategies.
However, analysis of institutional documents indicates that these actions, while present in some
programs still lack systematization, continuity, and consistent investment in the State of
Amazonas.

The results also indicate that social and institutional recognition has a strong impact.
Regarding the motivation of the police officers. The media coverage, often marked by criticism.
Taken out of context, it weakens professional self-esteem and intensifies the "cycle of disillusionment."
mentioned by Andrade (2017). On the other hand, practices of symbolic valuation — such as
Awards, accolades, training programs, and community outreach policies—these demonstrate potential.
to significantly improve the organizational climate and the ethical commitment of the staff.

In summary, the results demonstrate that valuing military police officers depends on actions.
integrated approaches that address salary, structural, psychological, organizational, and technological aspects.
The discussion highlights that significant progress will only be achieved through the adoption of policies.
Continuous public initiatives, based on a realistic diagnosis of the profession and aligned with the specificities of
Amazonas.

Final Considerations

The results obtained through bibliographic and documentary research demonstrate that the
Valuing military police officers in the state of Amazonas depends on an integrated set of policies.
public policies that address structural, professional, psychological, and organizational aspects. The analysis
It highlighted that police work is marked by historical, structural, and operational challenges that
They directly interfere with the well-being, motivation, and work efficiency of these professionals.

Along these lines, it was found that factors such as poor infrastructure and remuneration...
Insufficient resources, lack of psychosocial support, exhausting work schedules, and constant exposure to violence.
They create a scenario that contributes to the devaluation and physical and mental illness of
effective. These conditions impact not only the daily lives of police officers, but also the quality of their work.
service provided to society, reinforcing the need for comprehensive public policies and
consistent.

Similarly, it was observed that actions aimed at enhancing value—such as training—

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continuous technological modernization, salary improvements, structured career plans, and
Mental health programs have significant potential to strengthen motivation.
To improve the organizational climate and increase the operational efficiency of the Military Police. These initiatives
They also contribute to a more positive relationship between the corporation and the community.
favoring the construction of an institutional image more aligned with democratic principles and
with respect for human rights.

All the analytical construction developed allows us to infer that the appreciation of the police officer
Military presence in the Amazon should be treated as a strategic priority within the framework of policies.
Public safety. Continued investment in well-being, training, and working conditions.
The training of professionals is fundamental not only to improve police performance, but also to
to promote greater social trust in institutions and strengthen public safety in a way that
sustainable. Therefore, integrated and long-term policies are essential to ensure it.
Professional dignity and the effectiveness of security actions in the state.

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