Shortage of Police Literature Review

Name:

Institution:

Date:

The Law enforcement system is currently facing various challenges, one of them being a shortage of police. This is a challenge that has an impact on every individual because every person needs security. The shortage of police officers is a great risk and a threat to the nation. Issues and incidences have emerged whereby after a thorough investigation is done, finally, it is found out that the incidence could not have happened if there was enough security (Bishopp, Worrall & Piquero, 2019). A lot of people have lost their properties and lives due to insecurities. Others have gone free without the arm of the government getting them after conducting a criminal offense. This literature review seeks to explain police officer shortage as a challenge facing the law enhancement system.

**Community policing: considering tomorrow**

This article was written in 2016 after various discussions that were held by sheriffs, police chiefs, and other leaders. The discussions, as indicated in the article, were about community policing, whereby law enforcement viewed it necessary to engage the community in the maintenance of law and order (Brewer, Hume & Browne, 2016).  The police leaders who were in these discussions advocate for quality services to the people, and they suggest that one of the best ways to offer quality services is by involving the community. The article explains that the reason behind these dissuasions is due to a shortage of police officers; thus, the government had to look for other avenues of maintaining law and order.

 The first section of the article analysis how community policing should look like and in the modern days and various challenges it faces. This section also gives a clear analysis of how community policing will look like in the future and how it should be advanced (Nisar, Rasheed & Qiang, 2018). The second section of the article gives a summary of how the police officers should join efforts with the community to make sure that security and law have been enforced. This will be done to close the gap that has been created due to the shortage of police officers.

**General problems faced by policewomen**

This is a journal that was written in 2015, highlighting the issues and challenges that women who work as police officers face. It is based on the study that was done by the United Nations in the Asian Countries, but it happens that these challenges have been discovered to be affecting policewomen globally (Dahle & Archbold, 2015). In the USA, 20% of police officers are women, while 80% are men. The percentage of women is lower due to the stereotypical believes that have been carried on from generation to generation that the work of a police officer belongs to men.

Very few women are ready to go against this stereotypical belief. The men also have carried long the same stereotypical belief, thus discriminating against the women who are going beyond the odds to be recruited as police officers (Bishopp, Worrall & Piquero, 2019). This has as well contributed to the shortage of police officers due to gender bias. A lot of harmful incidences have occurred to policewomen while they are on duty, and the news have gone viral, which has made many women withdraw from applying for a police post.

**A war on cops; US Officer murdered in the line of duty**

This is an article that was published in 29th September 2016 after there was a rise in police attacks while they were on duty. Police officers face hostility and a lot of violence to an extent of being killed. These cases have increased at a very high rate (Brewer, Hume & Browne, 2016).  The article emphasizes that there is a possibility that the killings and violation of police officers have been fuelled by the events that happened in Ferguson that have led to the establishment of anti-police sentiment. The brutality that the police officers are facing is putting off the citizens from applying for police officer recruitments. Before the Ferguson events in 2014, the ratio between the police officer and the citizen was manageable. Currently, the ratio is 3.5 police officers is to 1,000 inhabitants.

**Discussion**

Police are the main law enforcers who offer security and are in charge of law enforcement amongst the citizens (Brewer, Hume & Browne, 2016). The police department is the most paramount department in a state because the states cannot run without the police. Police officers help in investigating criminal matters, arresting offenders, and giving testimonials in the court during the court proceedings. If the police officers are scarce, then the state is in big trouble when it comes to security and maintaining order among the citizens.

One of the factors that lead to police shortage is the deterring fear the captured the young generation of police officers being killed and violated, especially from the Ferguson events. This has put off the young and potential people from applying for the police posts(Bishopp, Worrall & Piquero, 2019). The retirement rates are high than the rates of recruitments; thus, there are many gaps left vacant. Theyoung people in the current generation have developed a trend of not sticking to one job. It takes quite some time to become a good police officer or a detective, but young people are not patient enough.

The shortage of police officers can be handled by lowering the qualifications, which will be able to accommodate a wide range of people. Some of the qualifications that one needs to have are less applicable, and one can become a good cop without them. Another change should be increasing salary and allowances for the police officers to motivate them and encourage more recruits (Dahle & Archbold, 2015). Another strategy that can be used in creating awareness about police officer work among women in society and encouraging them to apply for police recruitment jobs.

In conclusion, therefore, police shortage is a tragedy that suddenly hits the state, and it needs quick attention before it goes out of hand (Nisar, Rasheed & Qiang, 2018). The government should consider coming up with a creative strategy on how to maintain an effective workforce in the police department. As stated in the above discussion, the criminal justice department cannot operate and serve the citizens effectively without having adequate police officers.

References

Bishopp, S. A., Piquero, N. L., Worrall, J. L., & Piquero, A. R. (2019). Negative affective

responses to stress among urban police officers: a general strain theory approach. *Deviant*

 *Behavior*, *40*(6), 635-654.

Brewer, J. D., Wilford, R., Guelke, A., Hume, I., &Moxon-Browne, E. (2016). *The police,*

*public order, and the state: policing in Great Britain, Northern Ireland, the Irish*

*Republic, the USA, Israel, South Africa, and China*.Springer.

Dahle, T. O., & Archbold, C. A. (2015). “Just do what you can […] make it work!” Exploring

the impact of rapid population growth on police organizations in western North

Dakota. *Policing: an international journal of police strategies & management*, *38*(4),

805-819.

Nisar, S. K., Rasheed, M. I., & Qiang, W. (2018). They can't safeguard you when they are under

stress: An exploratory study on issues and problems of job stress in the police. *International*

 *Journal of Police Science & Management*, *20*(2), 124-133.