

regulations. The AFP is more hierarchical while, the MNLF approach emphasized that the trainer and trainees are treated as equals. In this regard, the MNLF needed time to explain the peace agreement to the MNLF members. Another factor is that the AFP reportedly did not understand the culture of the Muslims, and that the AFP personnel still considered the MNLF integrees as hostile. The non-issuance of firearms even when they were already enlisted personnel was also raised. Finally, mismanagement of financial matters was also mentioned.

Some MNLF men walked out during training. For instance, 487 MNLF integrees walked out of a government camp, complaining of harsh training and delays in the release of their allowances.¹⁴⁵ The military denied this, claiming that "mass leave" was triggered by the integrees' apprehension over plans of retraining in Luzon which would take them away from their homes.¹⁴⁶

Another issue was the influx of ex-military personnel who were members of the MNLF Spider Unit and who appealed for re-instatement in the active military service upon the recommendation of the MNLF leadership. Only 3 officers out of the 300 appellants were considered due to administrative reasons.¹⁴⁷

Finally, out of the 71 slots requested by Misuari to be given senior ranks (from Major to Brigadier General) in the AFP, only 33 can be considered subject to the approval of higher authorities, based on the AFP ratio of 1:25 officer to enlisted personnel.

Internalization Program

An internationalization program was planned for MNLF integrees and AFP personnel in order to "enhance the assimilation process of the integrees [into the AFP] focusing on their psycho-cultural preparation".¹⁴⁸

Information seminars were also conducted to bridge misperceptions and build trust among MNLF integrees and regular members of the AFP. An AFP Speaker's Bureau was also established to conduct seminars and support dialogue in various parts of Mindanao as part of this information drive.

Continuing Education Program

¹⁴⁵ "MNLF Men Back in Army Training Camps", *Philippine Daily Inquirer* (7 November 1999).

¹⁴⁶ *Ibid.*

¹⁴⁷ "JAMSO Briefing Manuscript", *Joint Monitoring Committee Meeting*, Sulu Hotel, Quezon City, 10 September 1999, p. 12.

¹⁴⁸ *Ibid.*, p. 11.