

6. building and nurturing a climate conducive to peace.<sup>136</sup>

Most of the Government Panel's negotiation plans were contained in its manual of negotiation. This include the projected expectations of both sides under ideal circumstances, summary of major points including contentious issues should both sides insist on maximum objectives, vital questions the Government might test its negotiation limits, and a proposed negotiation process. This manual was in response to Ramos' directive to develop with a manual of negotiation that would include specific agenda issues, proposals for maximum, medium and minimum positions of the Government; proposed diplomatic initiatives on the talks; and a public information plan.

### **Integration of MNLF Forces into the AFP and PNP**

The Philippine Government and the MNLF considered the integration of the MNLF forces into the AFP and the PNP as the most successful aspect of the peace agreement. While Misuari claimed that an "absolute peace exist between MNLF "mujahideens" and the Philippine military, occasional issues arise, including Misuari's accusations of non-issuance of arms to MNLF integrees [denied by the military], as well as the involvement of MNLF integrees in Abu Sayyaf kidnapping operations.<sup>137</sup> The government issued firearms were recovered but this isolated incident raised suspicions of the integrees spying on the AFP.<sup>138</sup>

The integration phase of MNLF members to the AFP takes three phases: processing, individual training, and on-the-job training/deployment, after which the MNLF members are not be treated as a separate units but rather integrated into existing AFP regular units. While its full integration was to have been completed by November 1999, after a period of three years, delays in the processing (*i.e.*, MNLF submission of list of candidates) of MNLF and Chairman Misuari's request for its delay have adjusted the timetable. In turn, this affects the final phase of the integration process -- the individual assignments of MNLF integrees to the different AFP units in the Southern Command and the dissolution of the separate units.

Regarding the PNP, the MNLF members were integrated as soon as they took their oath of service, but their assimilation process is a 5-year program which will culminate in the assignment of MNLF integrees to local police stations on an individual basis.

---

<sup>136</sup> "Six-Year Accomplishment Report", p. 2.

<sup>137</sup> "Ex-MNLF Men in AFP among Sayyaf Fatalities," *Today* (3 February 2000).

<sup>138</sup> Alvin Tarroza and Roel Pareno, "MNLF Integrees Spying on AFP?: 2 Slain in Abu Sayyaf Clash Found to be Ex-rebels".