

# WEAPON OF WAR

Wherever war breaks out, men with guns rape. *Weapon of War* is a harrowing journey to the heart of the rape crisis in the Democratic Republic of the Congo (DRC) where hundreds of thousands of women and girls have been brutally raped during the country's many conflicts.

## WHAT THE CRITICS SAID

"The Jury recognizes the subtlety with which the film portrays the crime of rape.... The film is a stirring record of a reconciliation process, in which the camera plays an essential part. The filmmakers go beyond mere description of the crimes, searching for solutions that would allow the victims and perpetrators to reclaim their sense of dignity." *Planet Doc Film Festival*

"...viewers will better understand the chilling traumatization of war and of how soldiers gain a sickness that will not go away...Weapon of War is not merely a tale of brutality, but also of the transformation of some who have 'come back to themselves'..." *Dr. Peyibomi Soyinka-Airewele*

**"THE FILM  
STRONGLY  
CONVEYS...HOW  
THE VIOLENCE  
AND INHUMANITY  
SPAWNED BY WAR  
IMPACT INDIVIDUAL  
LIVES AND  
NATIONS."**

EDUCATIONAL MEDIA

THE IMPACT  
**FIELD GUIDE**  
& TOOLKIT

## WHO SAW IT

Sexual violence in the DRC has received more international attention in recent years, however, this has tended to focus on women as victims rather than on men as perpetrators. The directors set out to address this problem in *Weapon of War*, which builds on their previous film, *Fighting the Silence*, which focused on the victims of rape.

The film provides a unique insight into the minds of military perpetrators as they talk about the reasons behind their behaviour and the strategic use of rape as a weapon.

### **30** FESTIVALS

Over 30 festivals internationally, including IDFA, Full Frame, Movies that Matter and International Film Festival on Human Rights

### **12** CINEMA

Movies That Matter cinema toured the film in 12 cities in The Netherlands

### **7** BROADCAST

Shown in 7 European countries including The Netherlands, Belgium, Poland, Sweden, Estonia, Portugal, Finland

### **7K** ONLINE TRAILER

7000 YouTube views

### **8K** SOCIAL NETWORKING SITES

539 Facebook Likes

7,423 Twitter followers

### **37K** WEBSITE

37,840 page views

### **3K** MAILING LIST

3000 sign ups



## THE CAMPAIGN

### THE CAMPAIGNERS

Since 2002 Ilse and Femke van Velzen have specialised in operating, producing and directing documentaries under their own label IFproductions.

More than just a film label, their motivating force is to fight injustice by using their documentaries as sustainable educational projects. Ilse and Femke reach out to local communities to lift people out of inequality and violence.

Their commitment to tackling the issue of rape in the Congo began in 2007, with their first film on the subject, *Fighting the Silence* which heard testimony from the women who were the victims of sexual violence.

*Weapon of War* focuses on the perpetrators, and the final film in the trilogy, *Justice for Sale*, just released, tackles legal impunity.

**“THE GOAL WAS TO USE THE FILM AS A STRATEGIC EDUCATIONAL TOOL, ENGAGING THE EMOTIONS AND ENABLING DISCUSSION AROUND A TABOO SUBJECT”**

### CAMPAIGN AIMS

It is estimated that there are around 100,000 government soldiers in the DRC, and about 50,000 rebel fighters in over 60 different armed groups.

The *Weapon of War* campaign has focused on Congo's National Army, which is the biggest group responsible for rape nationally, and aimed to confront them with the devastating consequences of rape. The goal was to use the film as a strategic educational tool, engaging the emotions and enabling discussion around a taboo subject.

Until now there has been little education available to army personnel to confront them with the devastating consequences of rape for their victims, society as a whole as well as themselves.

The campaign was designed to work along two lines: the implementation of a rigorous



educational programme within the FARDC (Congo's national army) and to assist policy makers within the army and justice system.

## EDUCATION

The filmmakers found that army training on conduct and ethics was limited to initiatives that insufficiently touch upon sexual violence and make use of traditional pedagogic tools that are ineffective for illiterate soldiers.

*Weapon of War* was the first time that an educational project based around film had been set up within the army and it was designed to be implemented with the close co-operation of the army, therefore making long term commitment more likely.

The expected reach of the screening and education programme is between 27,000 and 45,000 military, equal to 21 to 35% of the official total of Congo's army.

The ambition of the project is to help create a Congolese national army that is more respectful of human rights, in particular the rights of women. Eventually the filmmakers hope this will result in a decrease in the number of cases of sexual abuse committed by the FARDC military.

## POLICY

The screenings were combined with policy work, stimulating policy makers to take steps to formalize structural education on sexual violence within the army curriculum and to step up action to fight impunity surrounding rape cases committed by military (the focus of IFproductions current film, *Justice for Sale*).

## HOW THE CAMPAIGN WORKED

### IN THE DRC - THE MILITARY

To help create the programme, the filmmakers asked Search for Common Ground, an NGO with previous educational experience in the DRC, to hold a workshop with military officers and experts to determine the precise content and themes for the educational films.

Based on the outcome of the workshop the filmmakers developed films around six themes that confront soldiers with the consequences of rape through testimonies of victims,

perpetrators and military and judicial experts.

The films deal with the mission of the army, the importance of military training, unjustified motives for rape, the consequences of sexual violence for victims and perpetrators, trauma among soldiers, the military justice system and future perspectives.

The filmmakers had already set up The Mobile Cinema Foundation (<http://mobilecinemafoundation.com>) for their previous film and were able to launch a successful mobile screening programme for *Weapon of War* throughout DRC.

Since May 2011 the mobile cinema units have travelled to military camps to screen the film and host discussions facilitated by specially trained military officers.

**“THE MOBILE CINEMA UNITS HAVE TRAVELLED TO MILITARY CAMPS TO SCREEN THE FILM”**

### IN THE DRC - COMMUNITY SCREENINGS

They have also screened the film to large general population communities in DRC. For this purpose they have adapted the film into two other versions targeting youth and couples.

Now, in addition to the four larger Mobile Cinemas on their regional tour, 20 smaller cinema kits with manuals have been made available to smaller, local populations.

Link to Mobile Cinema short film:  
[www.IFproductions.nl/eng/projects](http://www.IFproductions.nl/eng/projects)

### INTERNATIONAL POLICY LEVEL

The film has been screened for key influencers in the USA at the following platforms:

- UNIFEM conference
- United Institute of Peace
- World Bank
- State Department in Washington DC

In Europe the film was screened in the Dutch and Swedish parliaments and at the Human Rights Council in Geneva.



## CAMPAIGN IMPACT & ACHIEVEMENTS

Beyond the reach of international audiences and policymakers, the filmmakers are very clear that their greatest achievement is to have screened the film to 14,432 Congolese soldiers as at end of 2011. If, by the end of 2012, the figures have grown in line with this achievement, as it is projected they will, the filmmakers will have hit their target of screening the film to 35% of the Congo's military.

All of the soldiers attending the screenings were surveyed and asked a total of ten questions to test their knowledge of issues related to FARDC missions, their role in fighting sexual violence, the different types of sexual violence, legal punishment for soldiers who commit these crimes, and how to react if they witness rape. Results of

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the pre- and post-tests show a significant improvement in knowledge of the soldiers who attended the screenings. FARDC soldiers surveyed demonstrated a greater awareness of the importance of protecting civilians and a higher knowledge of issues related to sexual violence and legal punishment.

Recent figures show that in the area of North Kivu, where screenings have been taking place, 20% of sexual violence crimes were committed by soldiers in the National Army during 2008-9. In the recent outbreak of fighting in the same area, that figure has been reduced to 5%

which represents a significant achievement.

Equally importantly, the campaign has been taken up by Congo's National Army

as a whole, which has committed to training their Chief Executive and high level officers.

It is a measure of the success of the programme that the US Government, through the aegis of AFRICOM, and the EU have recently agreed to fund a larger roll out of the film engagement project; 20,000 further soldiers will be targeted in the next two years and 30 more facilitators trained to hit the target of reaching a third of the armed forces.

## **CAMPAIGN NUTS & BOLTS**

### **CAMPAIGN BUDGET**

\$834,930

### **PRODUCTION BUDGET**

\$269,484

### **LENGTH OF CAMPAIGN**

May 2011 – present (ongoing)

### **OFFICIAL CAMPAIGN PARTNERS**

This project is implemented in collaboration with NGO partner Search for Common Ground. SFCG has taken the lead in implementing the educational film project due to its previous expertise with the military and education on the basis of various communication techniques.

SFCG is assisted by a steering committee composed of experts in the field of military reform, diplomacy, communication, film and training.

WHYZE ([www.whyze.eu](http://www.whyze.eu)) is assuring that the process of project design and implementation is as participatory as possible, involving local partners and Congo's National Army in defining the content of the educational films through workshops, developing handbooks and trainings for facilitators, and assisting in monitoring the impact of the project.





Urgent work in the DRC on tackling impunity, improving living conditions and resolving the conflict and caring for the victims of sexual violence must continue. However if we fail to try to understand and work with perpetrators of such violence, its root causes will remain untouched. *Weapon of War* is an important and powerful step in this direction.

Ilse and Femke van Velzen have proven their long-term commitment to fighting sexual violence through their trilogy of films on the issue. Altogether this award will recognise only one film but the Mobile Cinema and film trilogy campaign are part of a wider picture of IFproductions' successful implementation of film-based education to tackle a taboo subject and turn the tide on a pattern of horrific human rights abuses.

**“ILSE AND FEMKE VAN VELZEN  
HAVE PROVEN THEIR LONG-TERM  
COMMITMENT TO FIGHTING  
SEXUAL VIOLENCE”**

# TEAM BIOGRAPHY

## DIRECTORS

Since 2002 are ILSE AND FEMKE VAN VELZEN have specialised in operating, producing and directing documentaries under their own label IFproductions.

Through their films Ilse and Femke give oppressed people a voice in order to expose injustice in developing countries to a worldwide audience. Amongst the films they have made are *Bush Kids*, *Return To Angola*, *Fighting the Silence* (about victims of rape in the Congo) and most recently *Weapon of War*



## PRESS CUTTINGS

These films attracted huge press attention. Because *Weapon of War*'s focus, outside the Congo, was in the Netherlands, the majority of their press is in Dutch.

Below are a couple of links, and in the pages that follow you can see full articles.

### **DAGKRANT**

<http://bit.ly/S3A3gG>

### **METRO NEWS**

<http://bit.ly/SvHVmP>

## AWARDS & PRIZES

**WARSAW INTERNATIONAL FILM FESTIVAL, PLANET DOC**

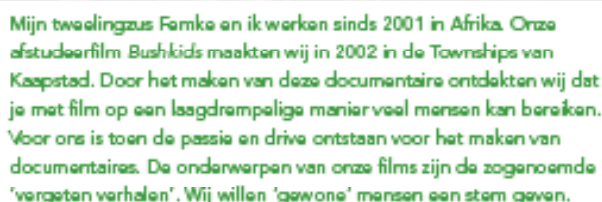
**REVIEW 2010** - Amnesty International Award

**DUTCH FILM FESTIVAL 2010** - Gouden Kalf award for Best Documentary

**DICK SCHERPENZEEL AWARD 2010** - Award for Best Dutch Journalistic Production



van werken in **conflict gebieden**



22 **Journal of Management Inquiry** 22(1)

### Contact met lokale bevelhebbers

Stude zoon wisten wij in het oosten van Congo. Ordebraten dat ze in zo een vreedzaamderbalemblijns zijn gesitueerd en het Doctes officij in postmofiel verhoort, sijn ze contact concluderen. Wij het dromen in stabiele conflagranties. Het het belangrijk dat je niet goed geproduceerd want er breken nog niet met goedheden uit. Wij, als producent en regneren, hebben natuurlijk wel de verantwoordelijkheid. Het is niet de bedoeling dat de lokale bevelhebbers het goed netwerf opgevoerd in Congo. Wij hebben nu wesen in conflagranties met het betrouwbare officij cognitieel en individueel. Toen wij had zone fitingspansie maakten voor Mafwa af breken en huldig gevechten uit op min 20 kilometer bij een van dromen. De gewapende groepen maakten hun conflagranties richting de dromen wij verhoeren. In de sport situatie zien ze dat je een conflagrantie kan

hakt en haast je de situatie achter in de gaten. Wij stonden regelmatig 'live' in contact via satelliettelefonie met militaire bevelhebbers aan het front, om de laatste updates te krijgen. Uitsluitend ruggesloten de sprekers van de relaties richting de stad, waardoor wij gewone aanpak konden blijven doen, maar het haastte wel consequenties. Tegende ruggesloten als de situatie daar gelijpt was. Bovendien, door het voortdurend in contact blijven met de militairen, kon de situatie voortdurend worden gevolgd. Het was een beetje als een voortdurende draad die ons verbond met de situatie aan het front. Het was een beetje als een voortdurende draad die ons verbond met de situatie aan het front.

**Werken met rebelliegroepen**  
We worden regelmatig uitgezonden door autoriteiten die gebieden claimen, het leger of de politie. Vaak is dit onder de noemer van de 'geen' te maken. De Congolese autoriteiten worden niet tot zwaartjes beïnvloed en worden in de gaten. We mogen altijd dat we de juiste afwegingen hebben en toezichting van generelen van de provincie of dorpsbestuur. Wij hebben met steun van de provincie. We worden in het een kwartier van tijd. Wij krijgen een tijd in een draai van de provincie, omdat wij weten dat we regelmatig op kantoor zijn: worden gebuiken voor overlevings. Wanneer wij een paar uur nog steeds weten te komen, worden zij ook wel dat het niet gaat.

## Zwart of rood?

**D**uring the past few years, the American public has been hearing a lot about the "new" science of genetics. The media has reported on the discovery of the human genome, the possibility of genetic testing, and the potential for genetic engineering. But what does all this mean for the average person? And how can we make the most of the information we are being given?

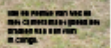
Genetics is the study of how traits are passed from parents to offspring. It is a branch of biology that has been around for centuries, but it is only in the last few decades that we have begun to understand it in a truly scientific way. The discovery of the human genome, which is the complete set of genetic instructions for building a human being, was a major milestone in the history of genetics. It has opened up a whole new world of possibilities for understanding human health and disease.

One of the most exciting applications of genetics is in the field of medicine. Genetic testing can now identify people who are at risk for certain diseases, such as cancer, heart disease, and Alzheimer's disease. This information can be used to guide medical treatment and to make lifestyle changes that can help reduce the risk of developing these diseases. Genetic testing can also be used to identify people who are carriers of certain genetic disorders, which can help them make informed decisions about having children.

Another area where genetics is making a difference is in the field of agriculture. Genetic engineering has allowed scientists to create crops that are more resistant to pests and diseases, which can help increase food production and reduce the need for pesticides. Genetic engineering has also been used to create animals that are more resistant to disease and to produce organs for transplantation.

While there are many potential benefits to genetics, there are also some risks. One of the biggest concerns is the possibility of genetic discrimination. If an employer or insurer knows that you have a certain genetic predisposition, they might treat you differently. There is also the potential for genetic engineering to be used in ways that are not in the best interests of society. For example, it could be used to create "designer babies" or to create weapons.

As we continue to learn more about genetics, it is important that we take the time to understand the science behind the headlines. We need to be able to make informed decisions about our health and the future of our society. Genetics is a powerful tool, but it is only as good as the people who use it.

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Documentairemakers Ilse en Femke van Velzen

# SELFMADE & ONVERZETTELUK

Hoe veel van de film (2014) is gefilmd in Congo? In de documentaire *Lightning The Silence* worden de verhalen van vluchtelingen uit Congo verteld. De makers Ilse en Femke van Velzen zijn in Congo geweest om de verhalen van vluchtelingen te verzamelen. In de documentaire *Lightning The Silence* worden de verhalen van vluchtelingen uit Congo verteld. De makers Ilse en Femke van Velzen zijn in Congo geweest om de verhalen van vluchtelingen te verzamelen.

14 augustus 2014

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THEO VAN DER WERF

## “Verkrachting extreem doorgevoerd”

Metro Interview



Ilse en Femke van Velzen aan het werk voor een documentaire over seksueel geweld in Congo.

► In Congo zijn ontelbare families constant op de vlucht voor geweld ► Milities zetten grootschalige verkrachtingen op om samenlevingen te ontwrichten ► De VN heeft erkend gefaald te hebben burgers te beschermen ► Kun je nagaan hoe erg de situatie is, stellen documentairemakers Ilse en Femke van Velzen

**Hoe zijn jullie in Congo terechtgekomen?**  
Ilse: Wij moesten na acht jaar documentaires. In 2005 kwamen we in Angola in contact met vluchtelingen uit Congo. Hun verhalen over seksueel geweld maakten ons heel erg. 'Teng' in Nederland bleek bijna niemand hier echt weet van te hebben. We zijn toen begonnen met het onderzoek voor de documentaire *Lightning The Silence*, om het verhaal naar buiten te brengen.

**Er is weinig aandacht voor Afrika. Frustrerend dat niet?**  
Ilse: Wij hebben het geluk in Nederland geboren te zijn. Maar ik vind niet dat je vreemde die in Congo zijn geboren de rug kunt toekeren. Dat is hypocriet.

**Femke: Als documentairemaker kun je het een bepaalde heugte ook iets doen. We zeggen dat beleidsmakers tot nu de VN onze films zien, omdat ze vaak geen idee hebben wat zich daar afspeelt.**

### Lopen door Congo

Moer 2009's nachts lopen uit angst voor geweld. Dat is het motto van de Nacht van de Vluchteling, waarbij op 25 september om vluchtelingen met een 'highschool' spoor wordt opgevoerd naar vluchtelingen van seksueel geweld in Congo. De tocht voert over 40 kilometer naar Den Haag. Kijk voor informatie over trachrijven of doneren op [www.nachtvandevluchteling.nl](http://www.nachtvandevluchteling.nl).

wapen. Ingezet. De vrouw is de wettel van het gezin. Maak je de wettel systeematisch kapot, dan verniet je de gezinnen en de mensen. Het is heel effectief en goedkoop, want het kost geen kogels. Slachtoffers kampen met een stigma en worden verstoten door de samenleving. Daarom is het zo effectief. Het wordt ook gebruikt om angst te zaaien, terwijl regeringsleiders het vaak weer als hun recht en de vrouw als oorzakelijk zien.

**Ilse: Een opvallende cultuur mengt zich steeds meer met het groeiend aantal oorlogen en geweld. Duiden erkennen ook wel dat het slecht is. Maar ze doen het toch. Bijna niemand heeft spijt. Het is oorlog en je doet het. In ongeveer elke oorlog die de**

wereld heeft gekend is seksueel geweld aanwezig, alleen is het in Congo extreem doorgevoerd. Het heeft daar absurd hoge cijfers in combinatie met opzettend extreem geweld. Als je iemand kapot wilt maken of een vijand echt wilt vernietigen, dan verkracht je zijn vrouw. Daar is culturele druk, hebben mannen ook het gevoel dat ze gefaald hebben hun vrouw te beschermen.

**Jullie films worden ook in Congo vertoond?**

**Femke:** We hebben een mobiele Moscoep, die er van dorp tot dorp gaat. Op een markt of andere openbare plek wordt *Lightning The Silence* vertoond. Na de vertoning is er een open forum waar mensen hun gevoelens kunnen uiten. De film loopt in Congo nu twee jaar en heeft meer dan 400.000 bezoekers getrokken. Het project is door Amnesty International met nog eens drie jaar verlengd. Wij geloven heel erg in de kracht van beeld. Het zijn echte verhalen waarbij je je kunt verdiepen in de personen die je ziet. Meer dan theater, vind ik. Het zal niet iedereen onmiddellijk veranderen, maar educatie helpt wel de stilte doorbreken.

**ILSE EN FEMKE VAN VELZEN**  
ILSE EN FEMKE VAN VELZEN





## Als je maanden hebt afgezien i



Hun eerste documentaire over seksueel geweld in Congo schudde de wereld wakker. Deze week is het opzienbarendste vervolg te zien: "Wapen of war". Over een land waar, sinds in 1996 de burgeroorlog uitbrak, meer dan 150.000 vrouwen zijn verkracht. De makers: tweelingzussen en actrices filmmaker Femke en Ise van Velzen (23).



Planning, Design, Construction, and Commissioning of the Project



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## Våldtäktsmän talar ut i ny film

Ingvar Aronsson i världen har stödligt arbetat som vapen i många oroligheter som i Kongo-Kinshasa.

RECEIVED - THE ATTORNEY GENERAL  
 DEPARTMENT OF JUSTICE  
 1100 BANKERS BUILDING, SUITE 1000  
 OTTAWA, K1P 6K6

Did you know? The National Health Service (NHS) is the largest employer in the world, with over 12 million staff. It's a massive organization that provides healthcare for everyone in the UK. But how does it all work? What are the different roles and responsibilities? And how can you get involved? This is a complex system, but it's also a fantastic opportunity for anyone looking to make a difference in the world. Find out more about the NHS and the amazing work it does every day.

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1. **General** 2. **History** 3. **Geography** 4. **Climate** 5. **Vegetation** 6. **Soil** 7. **Water** 8. **Population** 9. **Government** 10. **Education** 11. **Health** 12. **Religion** 13. **Language** 14. **Culture** 15. **Industry** 16. **Transportation** 17. **Communication** 18. **Science** 19. **Technology** 20. **Environment** 21. **Energy** 22. **Law** 23. **Politics** 24. **Social** 25. **Economics** 26. **Demography** 27. **Urban** 28. **Rural** 29. **Maritime** 30. **Air** 31. **Land** 32. **Water** 33. **Energy** 34. **Environment** 35. **Health** 36. **Education** 37. **Government** 38. **Industry** 39. **Transportation** 40. **Communication** 41. **Science** 42. **Technology** 43. **Law** 44. **Politics** 45. **Social** 46. **Economics** 47. **Demography** 48. **Urban** 49. **Rural** 50. **Maritime** 51. **Air** 52. **Land** 53. **Water** 54. **Energy** 55. **Environment** 56. **Health** 57. **Education** 58. **Government** 59. **Industry** 60. **Transportation** 61. 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**Air** 346.

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Since the publication of the 1988-89 study, the authors have collected data on 100 additional patients. The authors report that 80% of the patients had a positive response to the treatment. The authors conclude that the treatment is effective in the management of the condition.

— 40 barrels of gasoline will be used for the same job, says the company. The reason is that the new engine is more efficient and uses less fuel. The company also says that the new engine is more reliable and has a longer life span. The company also says that the new engine is more powerful and can handle more work. The company also says that the new engine is more economical and costs less to operate. The company also says that the new engine is more environmentally friendly and produces less pollution. The company also says that the new engine is more versatile and can be used in a variety of applications. The company also says that the new engine is more durable and can withstand harsh conditions. The company also says that the new engine is more quiet and has less vibration. The company also says that the new engine is more compact and easier to install. The company also says that the new engine is more flexible and can be customized to meet specific needs. The company also says that the new engine is more reliable and has a longer life span. The company also says that the new engine is more powerful and can handle more work. The company also says that the new engine is more economical and costs less to operate. The company also says that the new engine is more environmentally friendly and produces less pollution. The company also says that the new engine is more versatile and can be used in a variety of applications. The company also says that the new engine is more durable and can withstand harsh conditions. The company also says that the new engine is more quiet and has less vibration. The company also says that the new engine is more compact and easier to install. The company also says that the new engine is more flexible and can be customized to meet specific needs.

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Explosive devices were found in a residence in the building last in December, according to officials. A small amount of dynamite was found in the building, but it was not used. The police department is still looking for the person or persons who planted the devices. The police department is still looking for the person or persons who planted the devices.

\_\_\_\_\_

” Jag var som ett vilddjur. Min hjärna fungerade inte som vanliga människors hjärnor.

1. **Identify the main purpose of the document.**  
 2. **Summarize the key points in your own words.**  
 3. **Identify the author's tone and style.**  
 4. **Identify the audience for the document.**  
 5. **Identify the main argument or conclusion.**

— *Journal of the American Medical Association*, 1997; 277: 1001-1002

[illegible]

**Director, National Institute of Standards and Technology**  
**U.S. Department of Commerce**  
**10101 New Market Avenue**  
**Gaithersburg, Maryland 20899**  
**Phone: (301) 975-3000**  
**Fax: (301) 975-2800**

— The *Journal of Management Education* has been named the "most influential journal in the field of management education" by the *Journal of Management Education* Association.

It is the author's intention to make the book as useful as possible to the reader. The book is written for the student and the professional alike. The book is written for the student and the professional alike. The book is written for the student and the professional alike.

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**Wieder- und Mehrfachverleihe**  
 Klammern markieren nur alle doppelt  
 markierten Abstände (Klammer für 1-  
 Abstände, 2-fach für 2-Abstände, 3-fach  
 für 3-Abstände, usw.).  
 - Abstände markieren nur alle doppelt  
 markierten Abstände (Klammer für 1-  
 Abstände, 2-fach für 2-Abstände, 3-fach  
 für 3-Abstände, usw.).

Das Musikwissenschaftliche Institut  
für Instrumentalmusikinstrumente (IM-  
O) ist ein Zentrum für die Erforschung  
von Instrumenten und Musikinstrumenten  
in der Musikwissenschaft. Es ist ein  
Zentrum für die Erforschung von  
Instrumenten und Musikinstrumenten  
in der Musikwissenschaft.

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[illegible][illegible]

**Kommunikation** ist ein zentraler Bestandteil der Unternehmenskultur und wird durch die Führungskräfte geleistet. Sie sind dafür verantwortlich, dass alle Mitarbeiter über die Ziele und Visionen des Unternehmens informiert werden und diese auch verstehen können. Eine gute Kommunikation führt zu einer höheren Motivation und Produktivität der Mitarbeiter.



Kengo-Kirchhoff

**Democratic Republican Party**  
(Jefferson, Madison, Monroe). Not  
the same as the Democratic Party.

**Phenol solution** 1000-ml solution  
Kampel-Ginsburg solution is slightly in-  
dicated. Kampel-Ginsburg solution is  
also. Phenol solution is used in all  
general and all other cases, such as  
small and large and all other cases.  
Phenol solution is used in all  
cases.

Other Compounds may also be highly toxic to various aquatic organisms based on their solubility (TSCS).

The 2008 Israeli Gaza attack left 490 civilians dead. Labeled as 100 years of Jewish terrorism.

**President Bill Clinton** (New York),  
an ex-militarist, named Corruption  
Inquiries, signed a law in 1995.

Kampfschiffen. Abblau offene  
verladen in offener schiffsbay  
nerv. Wird angeschlossen, der  
meiner, gold, stiel, nerv, labell,  
nerv die. (Kampfschiffen, schiff)

Die Sterblichkeitsintensität ist ein statistisches Maß (per 100 Tausend) für die Mortalität. Es ist die Zahl der Todesfälle pro 100 Tausend Personen pro Jahr. Die Sterblichkeitsintensität ist ein Maß für die Mortalität. Es ist die Zahl der Todesfälle pro 100 Tausend Personen pro Jahr.

Para mijeros traballando en diti  
vender Campesinos 1980-84,  
Estrat Campesinos 1984-87  
vender Campesinos  
1988-2000. Para mijeros non  
vender mirones diti non miron  
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” Film är starkare än ord. Filmen går igenom det stigma som finns.