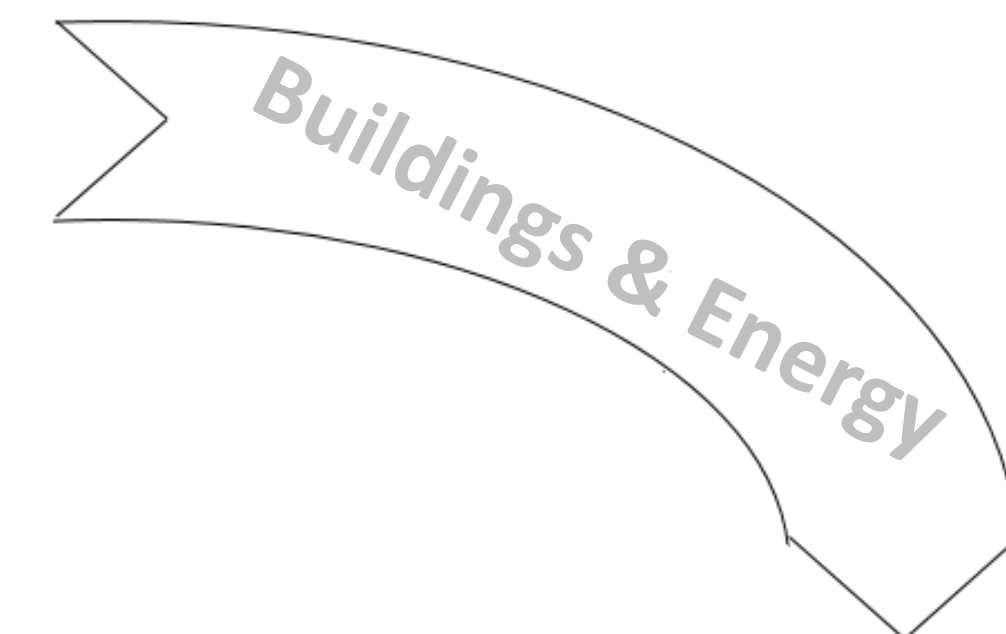
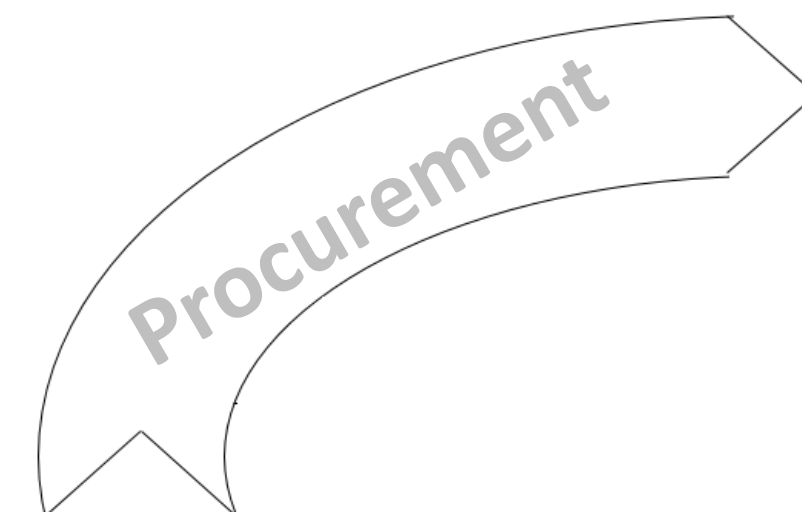


General Proceeding: Legal Framework → Systematic Literature Review → Guideline-Analysis → Establish Operation Manual



Legal Framework

HEI Level:

TU 9 Erklärung à Leitlinien für attraktive Beschäftigungsverhältnisse an TU9 Universitäten (2015)
Sächsisches Beamtenengesetz (SächsBG)
Sächsisches Hochschulfreiheitsgesetz (SächsHSFG)

Federal Level:

Grundgesetz (GG) à z.B. Art. 3 GG Gleichheitsgrundsatz
Wissenschaftszeitvertragsgesetz (WissZeitVG)
Mutterschutzgesetz (MuSchuG)
Mindestlohngesetz (MiLoG)

EU- Level:

EU- Arbeitszeitrichtlinie (2003/88/EG) à Mindesturlaub 4 Wochen, tägliche Arbeitszeit



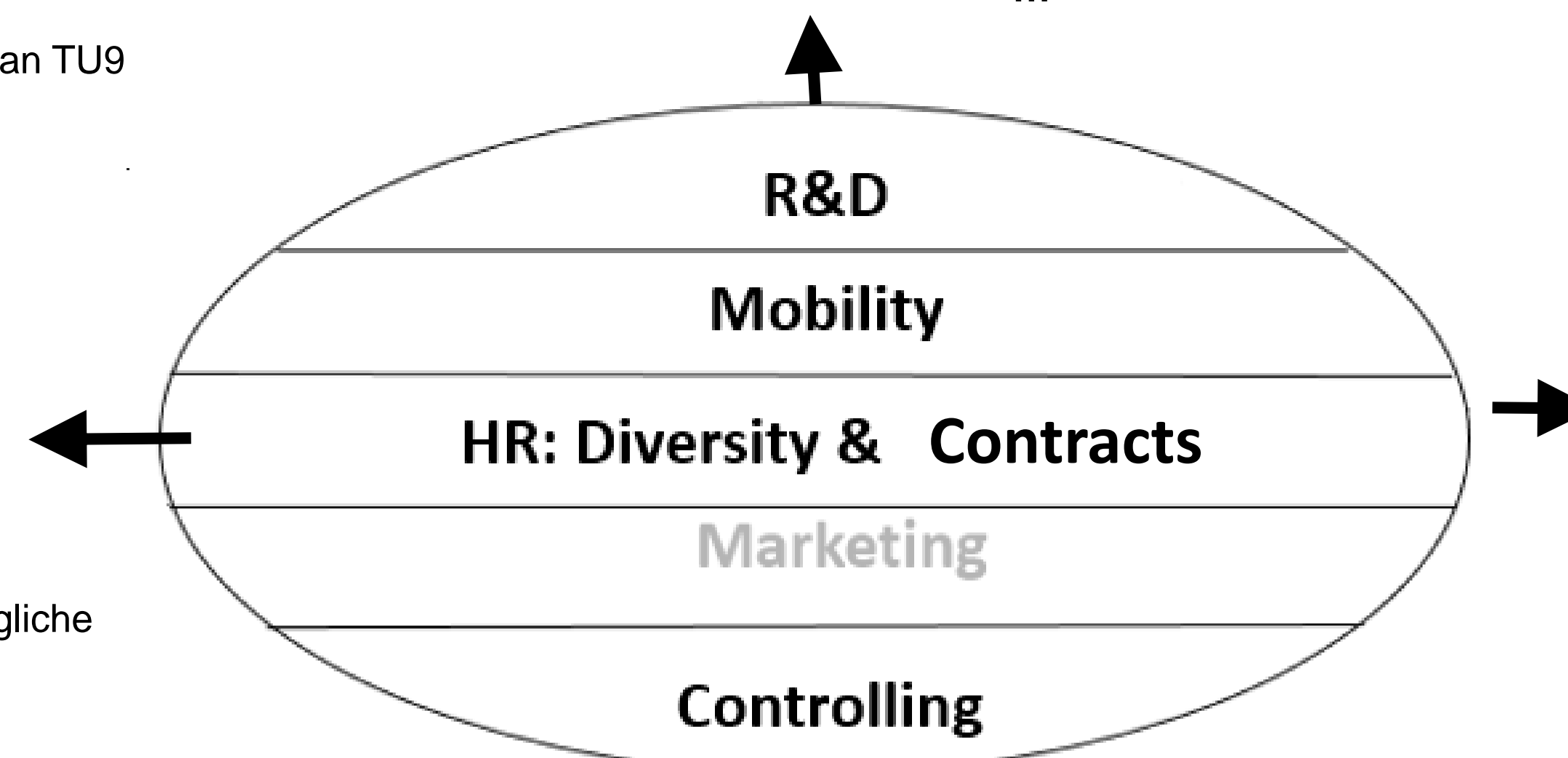
Barriers and Driving-Forces

Barriers

- Lack of Management support
- Lack of assessment of initiatives
- No sustainability strategy
- Lack of financial resources
- Lack of participation, lack of capacities
- ...

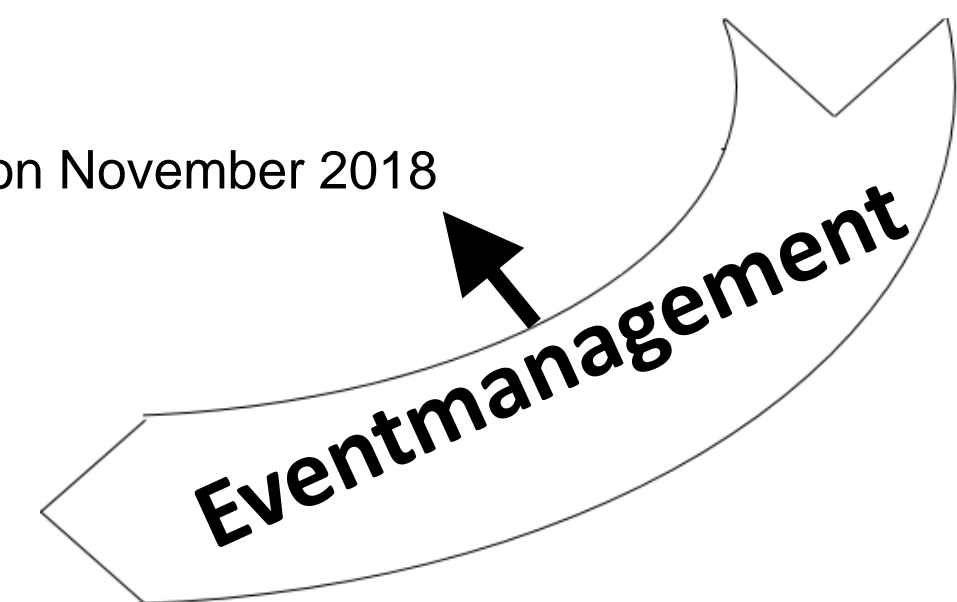
Driving Forces

- Stakeholder communication
- (sustainable) Supply Chain Management
- Operative Integration in processes
- Leadership & Empowerment
- Availability of Resources
- ...



Presentation of Research on November 9th 2018 at the TU Dresden HOCH-N Working-Session on Campus Organization and Mobility

Beginning on November 2018



Driving-Forces in Campus Operation

- Pressure from costumers/students drives sustainable engagement
- Participation of students in sustainable activities (infrastructure, disposal)
- New Technologies, R&D, Acceptance of sustainable development
- keeping people informed, communication, reporting
- ...

Barriers in Campus Operation

- Low interest for sustainable development of students
- Attracting students is challenging
- Legislation against sustainable activities
- No support of sustainability, Resistance or willing to change
- Culture do not value energy savings
- Lack of capital & time, Lack of instruments, Lack of space (storing waste)
- ...

Contracts	1.Paramter	2.Goal	3.KPI	4.Measure
Financial Perspective	Efficient budgeting for adequate staff	Cost efficiency for staff	Staff cost within standard rate	Optimization of HR employment and selection process
Customer Perspective	Reasonable working conditions	Medium-term working-contracts	Fluctuation & average contracting time	Number of medium-term working-contracts
Process Perspective	Efficient processes	Average staff related working processes limited on 4 weeks till accomplishment	Average time of processing	Optimization of contracting processes
Development Perspective	Adequacy of limitation in relation to project-extent	Option of non-limitation of working-contracts	working-contracts up to 1 year; 3 years & non-limited	Abolishment of tenuous working-contracts

GEFÖRDERT VOM

