

596269-2026 - Konkurrencevilkår

Finland – Virksomhedsrådgivning og administrativ rådgivning samt beslægtede tjenesteydelser
– Global Employer of Record (EoR) Services
OJ S 166/2026 28/08/2026
Udbuds- eller koncessionsbekendtgørelse – standardordningen
Tjenesteydelser

1. Køber

1.1. Køber

Officielt navn: HAUS kehittämiskeskus Oy

E-mail: kilpailutus@haus.fi

Køberens retlige status: Offentligretligt organ, der styres af en central regeringsmyndighed

Den ordregivende myndigheds aktivitet: Uddannelse

2. Procedure

2.1. Procedure

Titel: Global Employer of Record (EoR) Services

Beskrivelse: HAUS Finnish Institute of Public Management Ltd (hereinafter "HAUS") invites tenders for the establishment of a framework agreement for Global Employer of Record (EoR) Services. HAUS implements international development cooperation, public sector reform and capacity-building projects in several countries worldwide. In countries where HAUS does not have a legal presence, local HR administration, payroll infrastructure or capacity to fulfil statutory employer obligations, HAUS requires Employer of Record (EoR) services to engage locally recruited personnel in compliance with applicable legislation. The purpose of this procurement is to establish a framework agreement with multiple service providers capable of providing compliant EoR services in a broad range of countries. Under the framework agreement, selected service providers will act as the legal employer of locally recruited staff while HAUS retains responsibility for recruitment decisions, work supervision and operational management. The EoR service shall include, at minimum: Legal employment of personnel in accordance with local labour legislation; Preparation and administration of employment contracts; Payroll processing and salary payments; Administration of statutory deductions, taxes and social security contributions; Benefits administration and mandatory insurance coverage; Onboarding and offboarding services; HR administration and local employee support; Compliance monitoring and reporting; Support related to work permits, visas and immigration matters when required; Provision or management of agreed work equipment where applicable. The services are currently required in countries including the Philippines, Moldova, Nigeria, Bosnia and Herzegovina, and Albania. In addition to these, future needs are foreseen in Nepal, Indonesia, Ethiopia and Tanzania. The list of countries is indicative only and may change during the framework agreement period. The procurement concerns the establishment of a framework agreement for Employer of Record (EoR) services for an initial contract period of 24 months. The Contracting Authority reserves the right to extend the framework agreement by two (2) optional periods of 12 months each (12 + 12 months). The maximum total duration of the framework agreement, including the optional periods, is 48 months (24 + 12 + 12). The purpose of the procurement is to select a maximum of three (3) service providers for the framework agreement. The selected service providers will deliver EoR services for locally recruited personnel in different countries, based on separate

assignments issued during the framework agreement period. Individual assignments will be awarded later through mini-competitions between the selected framework agreement service providers. The framework agreement does not create any minimum purchase obligation for HAUS. The estimated maximum value of the framework agreement is EUR 8,000,000 (VAT 0%). The estimated value is not a commitment to purchase and does not guarantee any minimum volume of assignments. HAUS reserves the right to order services according to its actual needs throughout the framework agreement period. The procurement is intended for experienced international EoR service providers with proven capability to deliver employment, payroll, compliance and HR administration services across multiple jurisdictions, either directly or through legally compliant local entities and partner networks. A more detailed description of the procurement is provided in Annex 1 (TOR).

Identifikator for proceduren: 279a8f95-316b-4f44-8f85-e06c1d905830

Intern ID: 624067

Udbudsprocedure: Offentligt udbud

Proceduren er en hasteprocedure: nej

Hovedpunkterne i proceduren: The procurement is subject to the Finnish Act on Public Procurement and Concession Contracts (the 'Procurement Act', 1397/2016). The procurement constitutes an above-EU-threshold procurement as referred to in Section 26 of the Procurement Act. Procurement procedure is carried out according to the open procedure stated in the section 32 of the Finnish Act on Public Procurements and Concession Contracts (1397/2016). In an open procedure, all interested parties may review the tender materials and submit their tenders. The procurement procedure will progress as follows: 1. Opening of the tenders. 2. Verification of the suitability of the Tenderers. Tenderers that do not fulfil the suitability requirements will be excluded from the procurement procedure. 3. Verification that the tenders comply with the requirements of the Call for Tenders. Tenders that do not comply with the requirements will be excluded from the procurement procedure. 4. Evaluation and comparison of the tenders based on the award criteria specified in the Call for Tenders. 5. Selection of up to three (3) service providers to be admitted to the framework agreement based on the evaluation results. 6. Verification of the supporting documents and references submitted by the selected service providers regarding their suitability. 7. Contract award decision and notification. 8. Conclusion and signing of the framework agreement with the selected service providers. Throughout the duration of the framework agreement, all assignments shall be awarded through mini-competitions among the service providers admitted to the framework agreement. The service provider for each individual assignment shall be selected on the basis of the evaluation criteria and procedures specified in the framework agreement and the invitation to participate in the mini-competition.

2.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser

Primær klassifikation (cpv): 79400000 Virksomhedsrådgivning og administrativ rådgivning samt beslægtede tjenesteydelser

2.1.2. Udførelsessted

Land: Sydafrika

Yderligere oplysninger: As described in the Annex 1: Terms of Reference

2.1.3. Værdi

Rammeaftalens maksimumværdi: 8 000 000,00 EUR

2.1.4. Generelle oplysninger

Retsgrundlag:

2.1.6. Udelukkelsesgrunde

Kilder til grundlag for udelukkelse: Fælles europæisk udbudsdokument (ESPD)

5. Delkontrakt

5.1. Delkontrakt: LOT-0000

Titel: Global Employer of Record (EoR) Services

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Intern ID: 624067

5.1.1. Formål

Kontraktens hovedformål: Tjenesteydelser

Primær klassifikation (cpv): 79400000 Virksomhedsrådgivning og administrativ rådgivning samt beslægtede tjenesteydelser

5.1.2. Udførelsessted

Land: Sydafrika

Yderligere oplysninger: As described in the Annex 1: Terms of Reference

5.1.3. Anslået varighed

Startdato: 01/10/2026

Varigheds slutdato: 30/09/2028

5.1.5. Værdi

Rammeaftalens maksimumværdi: 8 000 000,00 EUR

5.1.6. Generelle oplysninger

Reserveret deltagelse:

Deltagelse uden forbehold.

Navnene på og de faglige kvalifikationer for det personale, der skal udføre kontrakten, skal angives: Ikke påkrævet

Offentligt udbudsprojekt, der finansieres helt eller delvist med EU-midler

Udbuddet er omfattet af aftalen om offentlige udbud (GPA): ja

Dette udbud er også egnet for små og mellemstore virksomheder (SMV'er): ja

5.1.7. Strategiske udbud

Socialt mål, som fremmes: Due diligence i forbindelse med menneskerettigheder i globale forsyningskæder, Retfærdige arbejdsforhold

5.1.9. Udvalgelseskriterier

Kilder til udvalgelseskriterier: Fælles europæisk udbudsdokument (ESPD)

5.1.10. Tildelingskriterier

Kriterium:

Type: Pris

Kriterium:

Type: Kvalitet

5.1.11. Tilbudsdokumenter

Frist for anmodning om yderligere oplysninger: 15/09/2026 09:00:00 (UTC+00:00) vesteuropæisk tid, GMT

Adresse på udbudsdokumenterne: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

5.1.12. Tilbudsvilkår

Vilkår for indgivelse:

Elektronisk indgivelse: Påkrævet

Indgivelsesadresse: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

Sprog, som tilbud og ansøgninger om deltagelse kan indgives på: engelsk

Elektronisk katalog: Ikke tilladt

Tilbudsgivere kan indgive mere end ét tilbud: Ikke tilladt

Frist for modtagelse af tilbud: 28/09/2026 09:00:00 (UTC+00:00) vesteuropæisk tid, GMT

Varighed, hvor tilbuddet skal forblive gyldigt: 6 Måneder

Oplysninger om offentlig iværksættelse:

Åbningsdato: 28/09/2026 09:01:00 (UTC+00:00) vesteuropæisk tid, GMT

Betingelser for kontraktens udførelse:

Udførelsen af kontrakten skal ske inden for rammerne af programmer for beskyttet beskæftigelse: Nej

Der kræves en fortrolighedsaftale: nej

Elektronisk fakturering: Påkrævet

Der vil blive anvendt elektronisk bestilling: ja

Der vil blive anvendt elektronisk betaling: ja

5.1.15. Teknikker

Rammeaftale:

Rammeaftale med fornyet iværksættelse af konkurrence

Det maksimale antal deltagere: 3

Oplysninger om det dynamiske indkøbssystem:

Intet dynamisk indkøbssystem

5.1.16. Yderligere oplysninger, mægling og gennemgang

Organisation med ansvar for klager: Markkinaoikeus

Oplysninger om klagefrister: An economic operator that is dissatisfied with a procurement decision or another measure taken during the procurement procedure may lodge an appeal with the Market Court in accordance with the Finnish Act on Public Procurement and Concession Contracts (1397/2016). As a rule, the appeal must be submitted within 14 days from the date on which the tenderer received notice of the procurement decision together with the appeal instructions. If the contracting authority has concluded the contract without observing the mandatory standstill period, the appeal must be lodged within 30 days from the date on which the tenderer received notice of the decision and the conclusion of the contract. If the procurement decision or the appeal instructions have been materially deficient, an appeal may be lodged within six months of the procurement decision. More detailed appeal instructions will be attached to the procurement decision.

8. Organisationer

8.1. ORG-0001

Officielt navn: Markkinaoikeus

Registreringsnummer: 3006157-6

Postadresse: Radanrakentajantie 5

By: Helsinki

Postnummer: 00520

Landsdel (NUTS): Helsinki-Uusimaa (FI1B1)

Land: Finland

E-mail: markkinaoikeus@oikeus.fi

Telefon: +358 295643300

Internetadresse: <http://www.oikeus.fi/markkinaoikeus>

Denne organisations roller:

Organisation med ansvar for klager

8.1. ORG-0002

Officielt navn: HAUS kehittämiskeskus Oy

Registreringsnummer: 1778388-1

Postadresse: Yliopistonkatu 5, 5.krs
By: Helsinki
Postnummer: 00100
Landsdel (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finland
Enhed: HAUS
E-mail: kilpailutus@haus.fi
Telefon: +358 447877028
Internetadresse: <http://www.haus.fi>
Denne organisations roller:
Køber

8.1. ORG-0003

Officielt navn: Hansel Oy (Hilma)
Registreringsnummer: FI09880841
Postadresse: Mannerheiminaukio 1a
By: Helsinki
Postnummer: 00100
Landsdel (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finland
Enhed: eSender
E-mail: tekninen@hankintailmoitukset.fi
Telefon: 029 55 636 30
Internetadresse: <http://hankintailmoitukset.fi>
Denne organisations roller:
TED eSender

Oplysninger om bekendtgørelsen

Bekendtgørelsens ID: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Formulartype: Konkurrencevilkår
Bekendtgørelsestype: Udbuds- eller koncessionsbekendtgørelse – standardordningen
Bekendtgørelsesundertype: 16
Afsendelsesdato for bekendtgørelsen: 27/08/2026 12:12:03 (UTC+00:00) vesteuropæisk tid, GMT
Dato for afsendelse af bekendtgørelsen (eSender): 27/08/2026 12:12:04 (UTC+00:00) vesteuropæisk tid, GMT
Bekendtgørelsens officielle sprog: engelsk
Bekendtgørelsesnummer: 596269-2026
EUT-S-nummer: 166/2026
Offentliggørelsesdato: 28/08/2026