

598410-2026 - Licitación

Finlandia – Servicios de consultoría comercial y de gestión y servicios afines – Global Employer of Record (EoR) Services

OJ S 167/2026 31/08/2026

**Anuncio de contrato o de concesión. Régimen normal - Anuncio de cambios
Servicios**

1. Comprador

1.1. Comprador

Denominación oficial: HAUS kehittämiskeskus Oy

Correo electrónico: kilpailutus@haus.fi

Naturaleza jurídica del comprador: Organismo de Derecho público bajo el control de una autoridad estatal

Actividad del poder adjudicador: Educación

2. Procedimiento

2.1. Procedimiento

Título: Global Employer of Record (EoR) Services

Descripción: 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).

Identificador del procedimiento: 279a8f95-316b-4f44-8f85-e06c1d905830

Identificador interno: 624067

Tipo de procedimiento: Abierto

El procedimiento está acelerado: no

Principales características del procedimiento: 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. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79400000 Servicios de consultoría comercial y de gestión y servicios afines

2.1.2. Lugar de ejecución

En cualquier lugar

Información complementaria: As described in the Annex 1: Terms of Reference

2.1.3. Valor

Valor máximo del acuerdo marco: 8 000 000,00 EUR

2.1.4. Información general

Base jurídica:

Directiva 2014/24/UE

2.1.6. Motivos de exclusión

Fuentes de los motivos de exclusión: Documento europeo único de contratación (DEUC)

5. Lote

5.1. Lote: LOT-0000

Título: Global Employer of Record (EoR) Services

Descripción: 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).

5.1.1. Finalidad

Naturaleza del contrato: Servicios

Clasificación principal (cpv): 79400000 Servicios de consultoría comercial y de gestión y servicios afines

Opciones:

Descripción de las opciones: 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).

5.1.2. Lugar de ejecución

En cualquier lugar

Información complementaria: As described in the Annex 1: Terms of Reference

5.1.3. Duración estimada

Fecha de inicio: 01/10/2026

Fecha de finalización de la duración: 30/09/2028

5.1.4. Renovación

Número máximo de renovaciones: 2

Más información sobre renovaciones: 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).

5.1.5. Valor

Valor máximo del acuerdo marco: 8 000 000,00 EUR

5.1.6. Información general

Participación reservada:

La participación no está reservada.

Deben indicarse los nombres y las cualificaciones profesionales del personal encargado de ejecutar el contrato: No se requiere

Proyecto de contratación pública financiado total o parcialmente con fondos de la UE

La contratación pública está cubierta por el Acuerdo sobre Contratación Pública (ACP): sí

Esta contratación también es adecuada para las pequeñas y medianas empresas (pymes): sí

5.1.7. Contratación estratégica

Objetivo social promovido: Diligencia debida en materia de derechos humanos en las cadenas de suministro globales, Condiciones de trabajo justas

5.1.9. Criterios de selección

Fuentes de los criterios de selección: Documento europeo único de contratación (DEUC)

5.1.10. Criterios de adjudicación

Criterio:

Tipo: Precio

Criterio:

Tipo: Calidad

5.1.11. Pliegos de contratación

Plazo para solicitar información complementaria: 15/09/2026 09:00:00 (UTC+00:00) Hora de Europa Occidental, GMT

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

5.1.12. Condiciones de la contratación pública

Condiciones de presentación:

Presentación electrónica: Obligatoria

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

Lenguas en las que pueden presentarse las ofertas o solicitudes de participación: inglés

Catálogo electrónico: No autorizada

Los licitadores pueden presentar más de una oferta: No autorizada

Plazo de recepción de ofertas: 28/09/2026 09:00:00 (UTC+00:00) Hora de Europa Occidental, GMT

Duración durante la cual la oferta debe permanecer válida: 6 Meses

Información sobre la apertura pública:

Fecha de apertura: 28/09/2026 09:01:00 (UTC+00:00) Hora de Europa Occidental, GMT

Condiciones del contrato:

La ejecución del contrato debe realizarse en el marco de programas de empleo protegido: No

Es necesario un acuerdo de confidencialidad: no

Facturación electrónica: Obligatoria

Se utilizarán pedidos electrónicos: sí

Se utilizará el pago electrónico: sí

5.1.15. Técnicas

Acuerdo marco:

Acuerdo marco con convocatoria de nueva licitación

Número máximo de participantes: 3

Información sobre el sistema dinámico de adquisición:

Ningún sistema dinámico de adquisición

5.1.16. Información adicional, mediación y recurso

Organización encargada de los procedimientos de recurso: Markkinaoikeus

Información sobre los plazos de revisión: 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. Organizaciones

8.1. ORG-0001

Denominación oficial: Markkinaoikeus

Número de registro: 3006157-6

Dirección postal: Radanrakentajantie 5
Localidad: Helsinki
Código postal: 00520
Subdivisión del país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlandia
Correo electrónico: markkinaoikeus@oikeus.fi
Teléfono: +358 295643300
Dirección de internet: <http://www.oikeus.fi/markkinaoikeus>
Funciones de esta organización:
Organización encargada de los procedimientos de recurso

8.1. ORG-0002

Denominación oficial: HAUS kehittämiskeskus Oy
Número de registro: 1778388-1
Dirección postal: Yliopistonkatu 5, 5.krs
Localidad: Helsinki
Código postal: 00100
Subdivisión del país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlandia
Punto de contacto: HAUS
Correo electrónico: kilpailutus@haus.fi
Teléfono: +358 447877028
Dirección de internet: <http://www.haus.fi>
Funciones de esta organización:
Comprador

8.1. ORG-0003

Denominación oficial: Hansel Oy (Hilma)
Número de registro: FI09880841
Dirección postal: Mannerheiminaukio 1a
Localidad: Helsinki
Código postal: 00100
Subdivisión del país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlandia
Punto de contacto: eSender
Correo electrónico: tekninen@hankintailmoitukset.fi
Teléfono: 029 55 636 30
Dirección de internet: <http://hankintailmoitukset.fi>
Funciones de esta organización:
TED eSender

10. Modificación

Versión del anuncio anterior que debe modificarse
:
d42fe916-0d8f-4c8c-83e8-20c424cc410e-01
Principal motivo de la modificación
:
Corrección encargado publicación
Descripción

:

eForms notice incorrectly indicates South Africa as the place of performance. The services may be provided globally, and the place of performance is therefore not limited to South Africa.

10.1. Modificación

Identificador de sección: PROCEDURE

10.1. Modificación

Identificador de sección: LOT-0000

Información del anuncio

Identificador/versión del anuncio: 96f893df-7fc3-430b-a17e-bc29ce857155 - 01

Tipo de formulario: Licitación

Tipo de anuncio: Anuncio de contrato o de concesión. Régimen normal

Subtipo de anuncio: 16

Fecha de envío del anuncio: 28/08/2026 07:24:42 (UTC+00:00) Hora de Europa Occidental, GMT

Anuncio: fecha de envío (por parte del eSender): 28/08/2026 07:24:43 (UTC+00:00) Hora de Europa Occidental, GMT

Lenguas en las que este anuncio está disponible oficialmente: inglés

Número de publicación del anuncio: 598410-2026

Número de la edición del DO S: 167/2026

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