

596269-2026 - Hange

Soome – Äri- ja juhtimiselased nõustamis- ja seonduvad teenused – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Hanketeade või kontsessiooniteade – üldkord

Teenused

1. Hankija

1.1. Hankija

Ametlik nimi: HAUS kehittämiskeskus Oy

E-posti aadress: kilpailutus@haus.fi

Hankija õiguslik vorm: Keskkvalitsusasutuse kontrollitav avalik-õiguslik isik

Hankija tegevus: Haridus

2. Menetlus

2.1. Menetlus

Pealkiri: Global Employer of Record (EoR) Services

Kirjeldus: 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).

Menetluse tunnus: 279a8f95-316b-4f44-8f85-e06c1d905830

Sisemine tunnus: 624067

Menetluse liik: Avatud

Kiirendatud menetlus: ei

Menetluskorra kirjeldus: 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. Eesmärk

Lepingu olemus: Teenused

Peamine liigitus (cpv): 79400000 Äri- ja juhtimiselased nõustamis- ja seonduvad teenused

2.1.2. Lepingu täitmise koht

Riik: Lõuna-Aafrika

Lisateave: As described in the Annex 1: Terms of Reference

2.1.3. Maksumus

Raamlepingu maksimaalne maksumus: 8 000 000,00 EUR

2.1.4. Üldine teave

Õiguslik alus:

Direktiiv 2014/24/EL

2.1.6. Kõrvaldamise alused

Väljajätmise aluste allikad: Euroopa ühtne hankedokument (ESPD)

5. Osa

5.1. Osa: LOT-0000

Pealkiri: Global Employer of Record (EoR) Services

Kirjeldus: 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).

Sisemine tunnus: 624067

5.1.1. Eesmärk

Lepingu olemus: Teenused

Peamine liigitus (cpv): 79400000 Äri- ja juhtimisalased nõustamis- ja seonduvad teenused

5.1.2. Lepingu täitmise koht

Riik: Lõuna-Aafrika

Lisateave: As described in the Annex 1: Terms of Reference

5.1.3. Eeldatav kestus

Alguskuupäev: 01/10/2026

Kestuse lõppkuupäev: 30/09/2028

5.1.5. Maksumus

Raamlepingu maksimaalne maksumus: 8 000 000,00 EUR

5.1.6. Üldine teave

Reserveeritud osalemine:

Osalemine ei ole reserveeritud.

Tuleb esitada lepingu täitmiseks määratud töötajate nimed ja nende kutsekvalifikatsioonid: Ei ole nõutud

Hankeprojekt, mida rahastatakse täielikult või osaliselt ELi vahenditest

Hanke suhtes kohaldatakse riigihankelepingut (GPA): jah

See hange sobib ka väikestele ja keskmise suurusega ettevõtjatele (VKEd): jah

5.1.7. Strateegilised hanked

Sotsiaalse eesmärgi edendamine: Inimõigustega seotud hoolsuskohustus ülemaailmses tarneahelas, Õiglaselised töötingimused

5.1.9. Kvalifitseerimistingimused

Valikukriteeriumide allikad: Euroopa ühtne hankedokument (ESPD)

5.1.10. Pakkumuste hindamise kriteeriumid

Kriteerium:

Liik: Hind

Kriteerium:

Liik: Kvaliteet

5.1.11. Hankedokumendid

Lisateabe taotlemise tähtaeg: 15/09/2026 09:00:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

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

5.1.12. Hanke tingimused

Esitamise tingimused:

Elektrooniline esitamine: Nõutav

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

Keeled, milles võib pakkumusi või osalemistaotlusi esitada: inglise keel

Elektrooniline kataloog: Ei ole lubatud

Pakkujad võivad esitada rohkem kui ühe pakkumuse: Ei ole lubatud

Pakkumuste esitamise tähtaeg: 28/09/2026 09:00:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Periood, mille jooksul pakkumus peab jääma kehtivaks: 6 Kuud

Teave avaliku avamise kohta:

Avamise kuupäev: 28/09/2026 09:01:00 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg

Lepingutingimused:

Lepingu täitmine peab toimuma kaitstud tööhõive programmide raames: Ei

Vajalik on konfidentsiaalsuskokkulepe: ei

E-arveldamine: Nõutav

Kasutatakse elektroonilisi tellimusi: jah

Kasutatakse elektroonilisi makseid: jah

5.1.15. Vahendid

Raamleping:

Raamleping koos minikonkursiga

Osalejate maksimaalne arv: 3

Teave dunaamilise hankesüsteemi kohta:

Ei kohaldata dunaamilist hankesüsteemi

5.1.16. Lisateave, lepitus ja vaidlustus

Vaidlustusorgan: Markkinaoikeus

Teave vaidlustamise tähtaegade kohta: 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. Organisatsioonid

8.1. ORG-0001

Ametlik nimi: Markkinaoikeus

Registreerimisnumber: 3006157-6

Postiaadress: Radanrakentajantie 5

Linn: Helsinki

Sihtnumber: 00520

Riik – jaotus (NUTS): Helsinki-Uusimaa (FI1B1)

Riik: Soome

E-posti aadress: markkinaoikeus@oikeus.fi

Telefon: +358 295643300

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

Selle organisatsiooni rollid:

Vaidlustusorgan

8.1. ORG-0002

Ametlik nimi: HAUS kehittämiskeskus Oy

Registreerimisnumber: 1778388-1

Postiaadress: Yliopistonkatu 5, 5.krs

Linn: Helsinki
Sihtnumber: 00100
Riik – jaotus (NUTS): Helsinki-Uusimaa (FI1B1)
Riik: Soome
Kontaktpunkt: HAUS
E-posti aadress: kilpailutus@haus.fi
Telefon: +358 447877028
Internetiaadress: <http://www.haus.fi>
Selle organisatsiooni rollid:
Hankija

8.1. ORG-0003

Ametlik nimi: Hansel Oy (Hilma)
Registreerimisnumber: FI09880841
Postiaadress: Mannerheiminaukio 1a
Linn: Helsinki
Sihtnumber: 00100
Riik – jaotus (NUTS): Helsinki-Uusimaa (FI1B1)
Riik: Soome
Kontaktpunkt: eSender
E-posti aadress: tekninen@hankintailmoitukset.fi
Telefon: 029 55 636 30
Internetiaadress: <http://hankintailmoitukset.fi>
Selle organisatsiooni rollid:
TED eSender

Teave teate kohta

Teate tunnus/version: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Vormi liik: Hange
Teate liik: Hanketeade või kontsessiooniteade – üldkord
Teate alaliik: 16
Teate saatmise kuupäev: 27/08/2026 12:12:03 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg
Teate saatmise kuupäev (eSender): 27/08/2026 12:12:04 (UTC+00:00) Lääne-Euroopa aeg, Greenwichi aeg
Keeled, milles käesolev teade on ametlikult kättesaadav: inglise keel
Teate avaldamise number: 596269-2026
ELT S väljaande number: 166/2026
Avaldamise kuupäev: 28/08/2026