

## 598410-2026 - Kilpailu

**Suomi – Yrityskonsultointi, johdon konsultointi ja niihin liittyvät palvelut – Global Employer of Record (EoR) Services**

**OJ S 167/2026 31/08/2026**

**Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä - Ilmoituksen muutos**

**Palvelut**

### 1. Ostaja

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#### 1.1. Ostaja

Virallinen nimi: HAUS kehittämiskeskus Oy

Sähköposti: [kilpailutus@haus.fi](mailto:kilpailutus@haus.fi)

Ostajan oikeudellinen muoto: Julkisoikeudellinen yhteisö, joka on keskushallinnon viranomaisen määräysvallassa

Pääasiallinen toimiala: Koulutus

### 2. Menettely

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#### 2.1. Menettely

Ilmoituksen nimi: Global Employer of Record (EoR) Services

Kuvaus: 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).

Menettelyn tunniste: 279a8f95-316b-4f44-8f85-e06c1d905830

Sisäinen tunniste: 624067

Menettelyn tyyppi: Avoin

Käytetään nopeutettua menettelyä: ei

Menettelyn tärkeimmät piirteet: 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. Tarkoitus**

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 79400000 Yrityskonsultointi, johdon konsultointi ja niihin liittyvät palvelut

#### **2.1.2. Suorituspaikka**

Missä tahansa

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

#### **2.1.3. Arvo**

Enimmäisarvo puitejärjestelyssä: 8 000 000,00 EUR

#### 2.1.4. Yleistä tietoa

##### Oikeusperusta:

Direktiivi 2014/24/EU

#### 2.1.6. Poissulkemisperusteet

Poissulkemisperusteiden ilmoittamispaikka: Yhteinen eurooppalainen hankinta-asiakirja (ESPD)

## 5. Osa

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### 5.1. Osa: LOT-0000

Ilmoituksen nimi: Global Employer of Record (EoR) Services

Kuvaus: 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).

Sisäinen tunnistus: 624067

#### **5.1.1. Tarkoitus**

Pääasiallinen hankintalaji: Palvelut

Pääasiallinen luokitus (cpv): 79400000 Yrityskonsultointi, johdon konsultointi ja niihin liittyvät palvelut

##### **Optiot:**

Optioiden kuvaus: 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. Suorituspaikka**

Missä tahansa

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

#### **5.1.3. Arvioitu kesto**

Alkamispäivä: 01/10/2026

Päätymispäivä: 30/09/2028

#### **5.1.4. Uusiminen**

Sopimuksen optiokausien enimmäismäärä: 2

Lisätietoja uusimisesta: 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. Arvo**

Enimmäisarvo puitejärjestelyssä: 8 000 000,00 EUR

#### **5.1.6. Yleistä tietoa**

##### **Varattu osallistuminen:**

Osallistumista ei ole varattu.

Hankintasopimuksen toteuttamiseen osoitetun henkilöstön nimet ja ammatillinen pätevyys on ilmoitettava: Ei tarpeen

Hankinta on kokonaan tai osittain rahoitettu EU:n varoista

Hankintaan sovelletaan WTO:n julkisia hankintoja koskevaa sopimusta (GPA): kyllä

Tämä hankinta soveltuu myös pienille ja keskisuurille yrityksille (pk-yrityksille): kyllä

#### **5.1.7. Strategiset hankinnat**

Edistettävä sosiaalinen tavoite: Ihmisoikeuksia koskeva due diligence -velvoite maailmanlaajuisissa toimitusketjuissa, Oikeudenmukaiset työolot

#### **5.1.9. Valintaperusteet**

Valintaperusteiden ilmoittamispaikka: Yhteinen eurooppalainen hankinta-asiakirja (ESPD)

#### **5.1.10. Vertailuperusteet**

##### **Kriteeri:**

Tyyppi: Hinta

##### **Kriteeri:**

Tyyppi: Laatu

#### 5.1.11. Hankinta-asiakirjat

Lisätietojen pyytämisen määräaika: 15/09/2026 09:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT

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

#### 5.1.12. Hankinnan ehdot

##### **Tarjouksen/hakemuksen jättämisen ehdot:**

Tarjouksen/hakemuksen jättäminen sähköisesti: Pakollinen

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

Kielet, joilla tarjoukset tai osallistumishakemukset voidaan toimittaa: englanti

Sähköinen luettelo: Ei sallittu

Tarjoaja voi jättää useamman kuin yhden tarjouksen: Ei sallittu

Tarjousten vastaanottamisen määräaika: 28/09/2026 09:00:00 (UTC+00:00) Länsi-Euroopan aika, GMT

Ajanjakso, jonka tarjouksen on pysyttävä voimassa: 6 Kuukaudet

##### **Tietoa julkisesta avaamisesta:**

Tarjousten avaamisen päivämäärä: 28/09/2026 09:01:00 (UTC+00:00) Länsi-Euroopan aika, GMT

##### **Sopimusehdot:**

Sopimuksen täytäntöönpano on rajattu tehtäväksi suojatyöohjelmien puitteissa: Ei

Salassapitosopimus (NDA) vaaditaan: ei

Sähköinen laskutus: Pakollinen

Tilaukset tehdään sähköisesti: kyllä

Maksut tehdään sähköisesti: kyllä

#### 5.1.15. Menetelmät

##### **Puitejärjestely:**

Puitejärjestely, johon liittyy uudelleen kilpailuttaminen

Osallistujien enimmäismäärä: 3

##### **Tietoa dynaamisesta hankintajärjestelmästä:**

Ei dynaamista hankintajärjestelmää

#### 5.1.16. Lisätietoja, sovittelu ja muutoksenhaku

Muutoksenhakuelin: Markkinaoikeus

Tietoa muutoksenhaun määräajoista: 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. Organisaatiot

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### 8.1. ORG-0001

Virallinen nimi: Markkinaoikeus  
Rekisterinumero: 3006157-6  
Postiosoite: Radanrakentajantie 5  
Postitoimipaikka: Helsinki  
Postinumero: 00520  
Maaryhmittely (NUTS): Helsinki-Uusimaa (FI1B1)  
Maa: Suomi  
Sähköposti: [markkinaoikeus@oikeus.fi](mailto:markkinaoikeus@oikeus.fi)  
Puhelin: +358 295643300  
Internetosoite: <http://www.oikeus.fi/markkinaoikeus>

#### Tämän organisaation roolit:

Muutoksenhakuelin

### 8.1. ORG-0002

Virallinen nimi: HAUS kehittämiskeskus Oy  
Rekisterinumero: 1778388-1  
Postiosoite: Yliopistonkatu 5, 5.krs  
Postitoimipaikka: Helsinki  
Postinumero: 00100  
Maaryhmittely (NUTS): Helsinki-Uusimaa (FI1B1)  
Maa: Suomi  
Yhteyspiste: HAUS  
Sähköposti: [kilpailutus@haus.fi](mailto:kilpailutus@haus.fi)  
Puhelin: +358 447877028  
Internetosoite: <http://www.haus.fi>

#### Tämän organisaation roolit:

Ostaja

### 8.1. ORG-0003

Virallinen nimi: Hansel Oy (Hilma)  
Rekisterinumero: FI09880841  
Postiosoite: Mannerheiminaukio 1a  
Postitoimipaikka: Helsinki  
Postinumero: 00100  
Maaryhmittely (NUTS): Helsinki-Uusimaa (FI1B1)  
Maa: Suomi  
Yhteyspiste: eSender  
Sähköposti: [tekninen@hankintailmoitukset.fi](mailto:tekninen@hankintailmoitukset.fi)  
Puhelin: 029 55 636 30  
Internetosoite: <http://hankintailmoitukset.fi>

#### Tämän organisaation roolit:

TED eSender

## 10. Muutos

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Muutettavan ilmoituksen edellinen versio  
:  
d42fe916-0d8f-4c8c-83e8-20c424cc410e-01  
Muutoksen pääasiallinen syy

:

Julkaisijan virheen korjaaminen

Kuvaus

:

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. Muutos**

Osion tunniste: PROCEDURE

#### **10.1. Muutos**

Osion tunniste: LOT-0000

## **Ilmoituksen tiedot**

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Ilmoituksen tunniste/versio: 96f893df-7fc3-430b-a17e-bc29ce857155 - 01

Lomakkeen tyyppi: Kilpailu

Ilmoituksen tyyppi: Hankintailmoitus tai käyttöoikeussopimusta koskeva ilmoitus – vakiojärjestelmä

Ilmoituksen alatyyppe: 16

Ilmoituksen lähetyspäivä: 28/08/2026 07:24:42 (UTC+00:00) Länsi-Euroopan aika, GMT

Ilmoituksen lähetyspäivä (eSender): 28/08/2026 07:24:43 (UTC+00:00) Länsi-Euroopan aika, GMT

Kielet, joilla tämä ilmoitus on virallisesti saatavilla: englanti

Ilmoituksen julkaisunumero: 598410-2026

EUVL S -lehden numero: 167/2026

Julkaisupäivä: 31/08/2026