

596269-2026 - Mise en concurrence

Finlande – Conseil en affaires et en gestion et services connexes – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Avis de marché ou de concession – régime ordinaire
Services

1. Acheteur

1.1. Acheteur

Nom officiel: HAUS kehittämiskeskus Oy

Adresse électronique: kilpailutus@haus.fi

Forme juridique de l'acheteur: Organisme de droit public, contrôlé par une autorité publique centrale

Activité du pouvoir adjudicateur: Enseignement

2. Procédure

2.1. Procédure

Titre: Global Employer of Record (EoR) Services

Description: 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).

Identifiant de la procédure: 279a8f95-316b-4f44-8f85-e06c1d905830

Identifiant interne: 624067

Type de procédure: Ouverte

La procédure est accélérée: non

Principales caractéristiques de la procédure et informations sur l'endroit où obtenir les règles complètes applicables à la procédure: 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. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79400000 Conseil en affaires et en gestion et services connexes

2.1.2. Lieu d'exécution

Pays: Afrique du Sud

Informations complémentaires: As described in the Annex 1: Terms of Reference

2.1.3. Valeur

Valeur maximale de l'accord-cadre: 8 000 000,00 EUR

2.1.4. Informations générales

Base juridique:

Directive 2014/24/UE

2.1.6. Motifs d'exclusion

Sources des motifs d'exclusion: Document unique de marché européen (DUME)

5. Lot

5.1. Lot: LOT-0000

Titre: Global Employer of Record (EoR) Services

Description: 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).

Identifiant interne: 624067

5.1.1. Objet

Nature principale du marché: Services

Nomenclature principale (cpv): 79400000 Conseil en affaires et en gestion et services connexes

5.1.2. Lieu d'exécution

Pays: Afrique du Sud

Informations complémentaires: As described in the Annex 1: Terms of Reference

5.1.3. Durée estimée

Date de début: 01/10/2026

Date de fin de durée: 30/09/2028

5.1.5. Valeur

Valeur maximale de l'accord-cadre: 8 000 000,00 EUR

5.1.6. Informations générales

Participation réservée:

La participation n'est pas réservée.

Les noms et les qualifications professionnelles du personnel chargé de l'exécution du marché doivent être mentionnés: Non requises

Projet de passation de marché financé en totalité ou en partie par des fonds de l'UE

Le marché relève de l'accord sur les marchés publics (AMP): oui

Le marché en question convient aussi aux petites et moyennes entreprises (PME): oui

5.1.7. Marché public stratégique

Objectif social promu: Devoir de diligence en matière de droits de l'homme dans les chaînes d'approvisionnement mondiales, Conditions de travail équitables

5.1.9. Critères de sélection

Sources des critères de sélection: Document unique de marché européen (DUME)

5.1.10. Critères d'attribution

Critère:

Type: Prix

Critère:

Type: Qualité

5.1.11. Documents de marché

Date limite de demande d'informations complémentaires: 15/09/2026 09:00:00 (UTC+00:00)

Heure de l'Europe occidentale, GMT

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

5.1.12. Conditions du marché public

Conditions de soumission:

Soumission par voie électronique: Requise

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

Langues dans lesquelles les offres ou demandes de participation/candidatures peuvent être présentées: anglais

Catalogue électronique: Non autorisée

Les soumissionnaires peuvent présenter plusieurs offres: Non autorisée

Date limite de réception des offres: 28/09/2026 09:00:00 (UTC+00:00) Heure de l'Europe occidentale, GMT

Durée de validité des offres: 6 Mois

Informations relatives à l'ouverture publique:

Date d'ouverture: 28/09/2026 09:01:00 (UTC+00:00) Heure de l'Europe occidentale, GMT

Conditions du marché:

Le contrat doit être exécuté dans le cadre de programmes d'emplois protégés: Non

Un accord de confidentialité est requis: non

Facturation électronique: Requise

La commande en ligne sera utilisée: oui

Le paiement électronique sera utilisé: oui

5.1.15. Techniques

Accord-cadre:

Accord-cadre, avec remise en concurrence

Nombre maximal de candidats: 3

Informations sur le système d'acquisition dynamique:

Pas de système d'acquisition dynamique

5.1.16. Informations complémentaires, médiation et recours

Organisation chargée des procédures de recours: Markkinaoikeus

Description des délais d'introduction des procédures de recours: 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. Organisations

8.1. ORG-0001

Nom officiel: Markkinaoikeus

Numéro d'enregistrement: 3006157-6

Adresse postale: Radanrakentajantie 5

Ville: Helsinki

Code postal: 00520

Subdivision pays (NUTS): Helsinki-Uusimaa (FI1B1)

Pays: Finlande

Adresse électronique: markkinaoikeus@oikeus.fi

Téléphone: +358 295643300

Adresse internet: <http://www.oikeus.fi/markkinaoikeus>

Rôles de cette organisation:

Organisation chargée des procédures de recours

8.1. ORG-0002

Nom officiel: HAUS kehittämiskeskus Oy

Numéro d'enregistrement: 1778388-1

Adresse postale: Yliopistonkatu 5, 5.krs

Ville: Helsinki

Code postal: 00100

Subdivision pays (NUTS): Helsinki-Uusimaa (FI1B1)

Pays: Finlande

Point de contact: HAUS

Adresse électronique: kilpailutus@haus.fi

Téléphone: +358 447877028

Adresse internet: <http://www.haus.fi>

Rôles de cette organisation:

Acheteur

8.1. ORG-0003

Nom officiel: Hansel Oy (Hilma)

Numéro d'enregistrement: FI09880841

Adresse postale: Mannerheiminaukio 1a

Ville: Helsinki

Code postal: 00100

Subdivision pays (NUTS): Helsinki-Uusimaa (FI1B1)

Pays: Finlande

Point de contact: eSender

Adresse électronique: tekninen@hankintailmoitukset.fi

Téléphone: 029 55 636 30

Adresse internet: <http://hankintailmoitukset.fi>

Rôles de cette organisation:

TED eSender

Informations relatives à l'avis

Identifiant/version de l'avis: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01

Type de formulaire: Mise en concurrence

Type d'avis: Avis de marché ou de concession – régime ordinaire

Sous-type d'avis: 16

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Date et heure de transmission de l'avis (eSender): 27/08/2026 12:12:04 (UTC+00:00) Heure de l'Europe occidentale, GMT

Langues dans lesquelles l'avis en question est officiellement disponible: anglais

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