

596269-2026 - Iomaíocht

An Fhionlainn – Business and management consultancy and related services – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Fógra maidir le conradh nó lamháltas — an gnáthchóras
Seirbhísí

1. Ceannaitheoir

1.1. Ceannaitheoir

Ainm oifigiúil: HAUS kehittämiskeskus Oy

R-phost: kilpailutus@haus.fi

Cineál dlíthiúil an cheannaitheora: Comhlacht dlí phoiblí atá faoi rialú údaráis de chuid an rialtais láir

Gníomhaíocht an údaráis chonarthaigh: Oideachas

2. Nós imeachta

2.1. Nós imeachta

Teideal: Global Employer of Record (EoR) Services

Cur síos: 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).

Aitheantóir an nós imeachta: 279a8f95-316b-4f44-8f85-e06c1d905830

Aitheantóir inmheánach: 624067

An cineál nós imeachta: Oscailte

Tá an nós imeachta á bhrostú: níl

Príomhghnéithe an nós imeachta: 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. Cuspóir

Cineál an chonartha: Seirbhísí

Príomhaicmiú (cpv): 79400000 Business and management consultancy and related services

2.1.2. An áit feidhmíochta

Tír: An Afraic Theas

Eolas breise: As described in the Annex 1: Terms of Reference

2.1.3. Luach

Uasluach an chreat-chomhaontaithe: 8 000 000,00 EUR

2.1.4. Eolas ginearálta

Bunús dlí:

2.1.6. Forais eisiaimh

Foinse na gcúiseanna eisiúna: Doiciméad Aonair Eorpach maidir le Soláthar (ESPD)

5. Luchtóg

5.1. Luchtóg: LOT-0000

Teideal: Global Employer of Record (EoR) Services

Cur síos: 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).

Aitheantóir inmheánach: 624067

5.1.1. Cuspóir

Cineál an chonartha: Seirbhísí

Príomhaicmiú (cpv): 79400000 Business and management consultancy and related services

5.1.2. An áit feidhmíochta

Tír: An Afraic Theas

Eolas breise: As described in the Annex 1: Terms of Reference

5.1.3. Fad measta

Dáta tosaithe: 01/10/2026

Dáta deiridh an tréimhse: 30/09/2028

5.1.5. Luach

Uasluach an chreat-chomhaontaithe: 8 000 000,00 EUR

5.1.6. Eolas ginearálta

Rannpháirtíocht fhorchoimeáda:

Ní fhorchoimeádtar an rannpháirtíocht.

Ní mór ainmneacha agus cáilíochtaí gairmiúla na mball foirne a thabhairt a shanntar chun an conradh a chomhlíonadh: Ní theastaítear

Tionscadal soláthair a mhaoinítear go hiomlán nó i bpáirt le cistí an Aontais

Tá an soláthar cumhdaithe ag an gComhaontú maidir le Soláthar Rialtais (GPA): tá

Tá an soláthar sin oiriúnach freisin d'fhiontair bheaga agus mheánmhéide (FBManna): tá

5.1.7. Soláthar straitéiseach

An cuspóir sóisialta atá á chur chun cinn: Dícheall cuí maidir le cearta an duine i slabhraí soláthair domhanda, Coinníollacha córa oibre

5.1.9. Critéir roghnúcháin

Foinse na gcritéir roghnaithe: Doiciméad Aonair Eorpach maidir le Soláthar (ESPD)

5.1.10. Critéir dhámhachtana

Critéar:

Cineál: Praghas

Critéar:

Cineál: Cáilíocht

5.1.11. Doiciméid soláthair

Spríoc-am chun eolas breise a iarraidh: 15/09/2026 09:00:00 (UTC+00:00) Am Iarthar na hEorpa, GMT

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

5.1.12. Téarmaí soláthair

Téarmaí na haighneachta:

Cur isteach leictreonach: Éigeantach

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

Na teangacha inar féidir tairiscintí nó iarrataí ar rannpháirtíocht a chur isteach: Béarla

Catalóg leictreonach: Ní ceadmhach

Féadfaidh tairgeoirí níos mó ná tairiscint amháin a chur isteach: Ní ceadmhach

Spríocdháta chun tairiscintí a fháil: 28/09/2026 09:00:00 (UTC+00:00) Am Iarthar na hEorpa, GMT

An tréimhse le linn a gcaithfidh an tairiscint a bheith bailí: 6 Míonna

Eolas faoi oscailt phoiblí:

Dáta oscailte: 28/09/2026 09:01:00 (UTC+00:00) Am Iarthar na hEorpa, GMT

Téarmaí an chonartha:

Ní mór an conradh a chur i gcrích faoi chuimsiú clár fostaíochta dídeanaí: Ní hea

Tá gá le comhaontú neamhnochtá: níl

Sonrascú leictreonach: Éigeantach

Úsáidfear ordú leictreonach: tá

Úsáidfear íocaíocht leictreonach: tá

5.1.15. Teicnící

Creat-chomhaontú:

Creat-chomhaontú, maille le hathoscailt na hiomaíochta

An t-uaslíon rannpháirtithe: 3

Eolas faoin gcóras ceannaigh dinimiciúil:

Níl feidhm ag córas ceannaigh dinimiciúil

5.1.16. Tuilleadh eolais, idirghabháil agus athbhreithniú

Eagraíocht athbhreithniúcháin: Markkinaoikeus

Eolas faoi spriocdhátaí athbhreithnithe: 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. Eagraíochtaí

8.1. ORG-0001

Ainm oifigiúil: Markkinaoikeus

Uimhir chlárúcháin: 3006157-6

Seoladh poist: Radanrakentajantie 5

Baile: Helsinki

Cód poist: 00520

Foroinn tíre (NUTS): Helsinki-Uusimaa (FI1B1)

Tír: An Fhionlainn

R-phost: markkinaoikeus@oikeus.fi

Teil.: +358 295643300

Seoladh idirlín: <http://www.oikeus.fi/markkinaoikeus>

Róil na heagraíochta seo:

Eagraíocht athbhreithniúcháin

8.1. ORG-0002

Ainm oifigiúil: HAUS kehittämiskeskus Oy

Uimhir chlárúcháin: 1778388-1

Seoladh poist: Yliopistonkatu 5, 5.krs

Baile: Helsinki
Cód poist: 00100
Foroinn tíre (NUTS): Helsinki-Uusimaa (FI1B1)
Tír: An Fhionlainn
Pointe teagmhála: HAUS
R-phost: kilpailutus@haus.fi
Teil.: +358 447877028
Seoladh idirlín: <http://www.haus.fi>
Róil na heagraíochta seo:
Ceannaitheoir

8.1. **ORG-0003**

Ainm oifigiúil: Hansel Oy (Hilma)
Uimhir chlárúcháin: FI09880841
Seoladh poist: Mannerheiminaukio 1a
Baile: Helsinki
Cód poist: 00100
Foroinn tíre (NUTS): Helsinki-Uusimaa (FI1B1)
Tír: An Fhionlainn
Pointe teagmhála: eSender
R-phost: tekninen@hankintailmoitukset.fi
Teil.: 029 55 636 30
Seoladh idirlín: <http://hankintailmoitukset.fi>
Róil na heagraíochta seo:
TED eSender

Eolas faoin bhfógra

Aitheantóir/leagan an fhógra: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Cineál na foirme: lomaíocht
Cineál an fhógra: Fógra maidir le conradh nó lamháltas — an gnáthchóras
Fochineál an fhógra: 16
Dáta seolta an fhógra: 27/08/2026 12:12:03 (UTC+00:00) Am Iarthar na hEorpa, GMT
Dáta seolta an fhógra (eSender): 27/08/2026 12:12:04 (UTC+00:00) Am Iarthar na hEorpa, GMT
Na teangacha ina bhfuil an fógra seo ar fáil go hoifigiúil: Béarla
Uimhir foilseacháin an fhógra: 596269-2026
Uimhir eagráin IO S: 166/2026
Dáta foilsithe: 28/08/2026