

596269-2026 - Konkursas

Suomija – Verslo ir valdymo konsultacinės bei susijusios paslaugos – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Skelbimas apie pirkimą arba koncesiją. Įprasta tvarka
Paslaugos

1. Pirkėjas

1.1. Pirkėjas

Oficialus pavadinimas: HAUS kehittämiskeskus Oy

E. paštas: kilpailutus@haus.fi

Pirkėjo teisinė forma: Viešosios teisės reglamentuojama įstaiga, kontroliuojama centrinės valdžios institucijos

Perkančiosios organizacijos veiklos sritis: Švietimas

2. Procedūra

2.1. Procedūra

Pavadinimas: Global Employer of Record (EoR) Services

Aprašymas: 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).

Procedūros identifikatorius: 279a8f95-316b-4f44-8f85-e06c1d905830

Vidaus identifikatorius: 624067

Pirkimo būdas: Atviras

Procedūra pagreitinta: ne

Pagrindiniai procedūros ypatumai: 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. Tikslas

Sutarties objektas: Paslaugos

Pagrindinis klasifikacijos kodas (cpv): 79400000 Verslo ir valdymo konsultacinės bei susijusios paslaugos

2.1.2. Sutarties vykdymo vieta

Šalis: Pietų Afrika

Papildoma informacija: As described in the Annex 1: Terms of Reference

2.1.3. Vertė

Preliminariosios sutarties didžiausioji vertė: 8 000 000,00 EUR

2.1.4. Bendra informacija

2.1.6. Pašalinimo pagrindai

Pašalinimo pagrindų šaltiniai: Europos bendrasis viešųjų pirkimų dokumentas (EBVPD)

5. Pirkimo dalis

5.1. Pirkimo dalis: LOT-0000

Pavadinimas: Global Employer of Record (EoR) Services

Aprašymas: 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. Tikslas

Sutarties objektas: Paslaugos

Pagrindinis klasifikacijos kodas (cpv): 79400000 Verslo ir valdymo konsultacinės bei susijusios paslaugos

5.1.2. Sutarties vykdymo vieta

Šalis: Pietų Afrika

Papildoma informacija: As described in the Annex 1: Terms of Reference

5.1.3. Numatomas galiojimas

Pradžios data: 01/10/2026

Trukmės pabaigos data: 30/09/2028

5.1.5. Vertė

Preliminariosios sutarties didžiausioji vertė: 8 000 000,00 EUR

5.1.6. Bendra informacija

Rezervuota dalyvavimo teisė:

Dalyvavimas nerezervuotas.

Turi būti nurodyti sutarčiai vykdyti paskirtų darbuotojų vardai, pavardės ir profesinė kvalifikacija : Nebūtina nurodyti

Pirkimo projektas, visiškai arba iš dalies finansuojamas iš ES fondų

Pirkimui taikoma Sutartis dėl viešųjų pirkimų (SVP): taip

Šis viešasis pirkimas taip pat tinkamas mažosioms ir vidutinėms įmonėms (MVĮ): taip

5.1.7. Strateginis viešasis pirkimas

Socialinis tikslas, kurio raginama siekti: Žmogaus teisių išsamus patikrinimas pasaulinėse tiekimo grandinėse, Tinkamos darbo sąlygos

5.1.9. Atrankos kriterijai

Pasirinkimo kriterijų šaltiniai: Europos bendrasis viešųjų pirkimų dokumentas (EBVPD)

5.1.10. Skyrimo kriterijai

Kriterijus:

Rūšis: Kaina

Kriterijus:

Rūšis: Kokybė

5.1.11. Pirkimo dokumentai

Papildomos informacijos prašymo terminas: 15/09/2026 09:00:00 (UTC+00:00) Vakarų Europos laikas, GMT

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

5.1.12. Pirkimo sąlygos

Pateikimo sąlygos:

Pateikimas elektroninėmis priemonėmis: Privalomos

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

Kalbos, kuriomis galima pateikti pasiūlymus arba dalyvavimo prašymus: anglų kalba

Elektroninis katalogas: Draudžiamos

Dalyviai gali pateikti daugiau kaip vieną pasiūlymą: Draudžiamos

Pasiūlymų priėmimo terminas: 28/09/2026 09:00:00 (UTC+00:00) Vakarų Europos laikas, GMT
Laikotarpis, per kurį pasiūlymas turi išlikti galiojantis: 6 Mėnesiai

Informacija apie viešą vokų atplėšimą:

Atidarymo data: 28/09/2026 09:01:00 (UTC+00:00) Vakarų Europos laikas, GMT

Sutarties sąlygos:

Sutartis turi būti vykdoma pagal globojamų darbo grupių užimtumo programas: Ne

Būtinasis konfidencialumo susitarimas: ne

Elektroninės sąskaitos faktūros: Privalomos

Bus naudojami elektroniniai užsakymai: taip

Bus naudojami elektroniniai mokėjimai: taip

5.1.15. Metodai

Preliminarioji sutartis:

Preliminarioji sutartis, skelbiant naują konkursą

Didžiausias dalyvių skaičius: 3

Informacija apie dinaminę pirkimo sistemą:

Dinaminės pirkimo sistemos nėra

5.1.16. Išsamesnė informacija, tarpininkavimas ir peržiūra

Peržiūros organizacija: Markkinaoikeus

Informacija apie peržiūros terminus: 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. Organizacijos

8.1. ORG-0001

Oficialus pavadinimas: Markkinaoikeus

Registracijos numeris: 3006157-6

Pašto adresas: Radanrakentajantie 5

Miestas: Helsinki

Pašto kodas: 00520

Šalies administracinis vienetas (NUTS): Helsinki-Uusimaa (FI1B1)

Šalis: Suomija

E. paštas: markkinaoikeus@oikeus.fi

Telefono numeris: +358 295643300

Interneto adresas: <http://www.oikeus.fi/markkinaoikeus>

Šios organizacijos vaidmenys:

Peržiūros organizacija

8.1. ORG-0002

Oficialus pavadinimas: HAUS kehittämisseskus Oy

Registracijos numeris: 1778388-1

Pašto adresas: Yliopistonkatu 5, 5.krs
Miestas: Helsinki
Pašto kodas: 00100
Šalies administracinis vienetas (NUTS): Helsinki-Uusimaa (FI1B1)
Šalis: Suomija
Ryšų centras: HAUS
E. paštas: kilpailutus@haus.fi
Telefono numeris: +358 447877028
Interneto adresas: <http://www.haus.fi>
Šios organizacijos vaidmenys:
Pirkėjas

8.1. ORG-0003

Oficialus pavadinimas: Hansel Oy (Hilma)
Registracijos numeris: FI09880841
Pašto adresas: Mannerheiminaukio 1a
Miestas: Helsinki
Pašto kodas: 00100
Šalies administracinis vienetas (NUTS): Helsinki-Uusimaa (FI1B1)
Šalis: Suomija
Ryšų centras: eSender
E. paštas: tekninen@hankintailmoitukset.fi
Telefono numeris: 029 55 636 30
Interneto adresas: <http://hankintailmoitukset.fi>
Šios organizacijos vaidmenys:
TED eSender

Skelbimo informacija

Skelbimo identifikatorius / versija: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Formos tipas: Konkursas
Skelbimo rūšis: Skelbimas apie pirkimą arba koncesiją. Įprasta tvarka
Skelbimo porūšis: 16
Skelbimo išsiuntimo data: 27/08/2026 12:12:03 (UTC+00:00) Vakarų Europos laikas, GMT
Skelbimas: išsiuntimo data (e. formų siuntėjas): 27/08/2026 12:12:04 (UTC+00:00) Vakarų Europos laikas, GMT
Kalbos, kuriomis šis skelbimas oficialiai skelbiamas: anglų kalba
Skelbimo paskelbimo numeris: 596269-2026
OL S numeris: 166/2026
Paskelbimo data: 28/08/2026