

598410-2026 - Concurso

**Finlândia – Serviços de consultoria em matéria comercial e de gestão e serviços conexos –
Global Employer of Record (EoR) Services
OJ S 167/2026 31/08/2026
Anúncio de concurso ou de concessão – regime normal - Anúncio de alteração
Serviços**

1. Adquirente

1.1. Adquirente

Nome oficial: HAUS kehittämiskeskus Oy

Correio eletrónico: kilpailutus@haus.fi

Forma jurídica do adquirente: Organismo de direito público, controlado por uma autoridade da administração central

Atividade da autoridade adjudicante: Educação

2. Procedimento

2.1. Procedimento

Título: Global Employer of Record (EoR) Services

Descrição: 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).

Identificador do procedimento: 279a8f95-316b-4f44-8f85-e06c1d905830

Identificador interno: 624067

Tipo de procedimento: Aberto

O procedimento é acelerado: não

Principais características do processo: 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. Finalidade

Natureza do contrato: Serviços

Classificação principal (cpv): 79400000 Serviços de consultoria em matéria comercial e de gestão e serviços conexos

2.1.2. Local de execução

Em qualquer local

Informações adicionais: As described in the Annex 1: Terms of Reference

2.1.3. Valor

Valor máximo do acordo-quadro: 8 000 000,00 EUR

2.1.4. Informações gerais

Base jurídica:

Diretiva 2014/24/UE

2.1.6. Motivos de exclusão

Fontes dos motivos de exclusão: Documento europeu único de contratação pública (DEUCP)

5. Lote

5.1. Lote: LOT-0000

Título: Global Employer of Record (EoR) Services

Descrição: 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. Finalidade

Natureza do contrato: Serviços

Classificação principal (cpv): 79400000 Serviços de consultoria em matéria comercial e de gestão e serviços conexos

Opções:

Descrição das opções: 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. Local de execução

Em qualquer local

Informações adicionais: As described in the Annex 1: Terms of Reference

5.1.3. Duração estimada

Data de início: 01/10/2026

Data de fim da duração: 30/09/2028

5.1.4. Renovação

Renovações máximas: 2

Mais informações sobre renovações: 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. Valor

Valor máximo do acordo-quadro: 8 000 000,00 EUR

5.1.6. Informações gerais

Participação reservada:

A participação não está reservada.

Há que indicar os nomes e as qualificações profissionais do pessoal encarregado da execução do contrato: Não é exigida

Projeto de contratação pública total ou parcialmente financiado por fundos da UE

O concurso é abrangido pelo Acordo sobre Contratos Públicos (ACP): sim

Este concurso também é adequado para as pequenas e médias empresas (PME): sim

5.1.7. Contratação estratégica

Objetivo social promovido: Diligência devida em matéria de direitos humanos nas cadeias de abastecimento globais, Condições de trabalho justas

5.1.9. Critérios de seleção

Fontes dos critérios de seleção: Documento europeu único de contratação pública (DEUCP)

5.1.10. Critérios de adjudicação

Critério:

Tipo: Preço

Critério:

Tipo: Qualidade

5.1.11. Documentos do concurso

Prazo para solicitar informações adicionais: 15/09/2026 09:00:00 (UTC+00:00) hora da Europa Ocidental, GMT

Endereço dos documentos do concurso: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

5.1.12. Condições do concurso

Condições de apresentação:

Apresentação por via eletrônica: Necessário

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

Línguas em que podem ser apresentadas as propostas ou pedidos de participação: inglês

Catálogo eletrônico: Não autorizado

Os proponentes podem apresentar mais do que uma proposta: Não autorizado

Prazo para a receção das propostas: 28/09/2026 09:00:00 (UTC+00:00) hora da Europa Ocidental, GMT

Duração durante a qual a proposta deve permanecer válida: 6 Meses

Informações sobre a abertura pública:

Data de abertura: 28/09/2026 09:01:00 (UTC+00:00) hora da Europa Ocidental, GMT

Condições do contrato:

A execução do contrato tem de ser efetuada no âmbito de programas de emprego protegido: Não

É exigido um acordo de não divulgação: não

Faturação eletrônica: Necessário

Serão utilizadas encomendas eletrônicas: sim

Será utilizado o pagamento eletrônico: sim

5.1.15. Técnicas

Acordo-quadro:

Acordo-quadro, com reabertura de concurso

Número máximo de participantes: 3

Informações sobre o sistema de aquisição dinâmico:

Inexistência de sistema de aquisição dinâmico

5.1.16. Informações adicionais, mediação e recurso

Instância de recurso: Markkinaoikeus

Informações sobre os prazos de recurso: 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. Organizações

8.1. ORG-0001

Nome oficial: Markkinaoikeus

Número de registo: 3006157-6
Endereço postal: Radanrakentajantie 5
Cidade: Helsinki
Código postal: 00520
Subdivisão do país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlândia
Correio eletrónico: markkinaoikeus@oikeus.fi
Telefone: +358 295643300
Endereço Internet: <http://www.oikeus.fi/markkinaoikeus>
Funções desta organização:
Instância de recurso

8.1. ORG-0002

Nome oficial: HAUS kehittämiskeskus Oy
Número de registo: 1778388-1
Endereço postal: Yliopistonkatu 5, 5.krs
Cidade: Helsinki
Código postal: 00100
Subdivisão do país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlândia
Ponto de contacto: HAUS
Correio eletrónico: kilpailutus@haus.fi
Telefone: +358 447877028
Endereço Internet: <http://www.haus.fi>
Funções desta organização:
Adquirente

8.1. ORG-0003

Nome oficial: Hansel Oy (Hilma)
Número de registo: FI09880841
Endereço postal: Mannerheiminaukio 1a
Cidade: Helsinki
Código postal: 00100
Subdivisão do país (NUTS): Helsinki-Uusimaa (FI1B1)
País: Finlândia
Ponto de contacto: eSender
Correio eletrónico: tekninen@hankintailmoitukset.fi
Telefone: 029 55 636 30
Endereço Internet: <http://hankintailmoitukset.fi>
Funções desta organização:
TED eSender

10. Alteração

Versão do anúncio anterior a alterar
:
d42fe916-0d8f-4c8c-83e8-20c424cc410e-01
Principal motivo da alteração
:
Correção pelo editor

Descrição

:

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. Alteração

Identificador da secção: PROCEDURE

10.1. Alteração

Identificador da secção: LOT-0000

Informações sobre o anúncio

Identificador/versão do anúncio: 96f893df-7fc3-430b-a17e-bc29ce857155 - 01

Tipo de formulário: Concurso

Tipo de anúncio: Anúncio de concurso ou de concessão – regime normal

Subtipo de anúncio: 16

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Línguas em que o presente anúncio está oficialmente disponível: inglês

Número de publicação do anúncio: 598410-2026

N.º de edição do JO S: 167/2026

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