

596269-2026 - Procedură concurențială

Finlanda – Consultanță în afaceri și în management și servicii conexe – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

**Anunț de participare sau de concesiune - regim standard
Servicii**

1. Cumpărător

1.1. Cumpărător

Denumire oficială: HAUS kehittämiskeskus Oy

E-mail: kilpailutus@haus.fi

Forma juridică a achizitorului: Organism de drept public, controlat de o autoritate guvernamentală centrală

Activitatea autorității contractante: Educație

2. Procedură

2.1. Procedură

Titlu: Global Employer of Record (EoR) Services

Descriere: 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).

Identificatorul procedurii: 279a8f95-316b-4f44-8f85-e06c1d905830

Identificator intern: 624067

Tip de procedură: Deschisă

Procedura este accelerată: nu

Principalele caracteristici ale procedurii: 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. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 79400000 Consultanță în afaceri și în management și servicii conexe

2.1.2. Locul de executare

Țara: Africa de Sud

Informații suplimentare: As described in the Annex 1: Terms of Reference

2.1.3. Valoare

Valoarea maximă a acordului-cadru: 8 000 000,00 EUR

2.1.4. Informații generale

Temei juridic:

Directiva 2014/24/UE

2.1.6. Motive de excludere

Sursele motivelor de excludere: Documentul european de achiziție unic (DEAU)

5. Lot

5.1. Lot: LOT-0000

Titlu: Global Employer of Record (EoR) Services

Descriere: 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. Scop

Natura contractului: Servicii

Clasificarea principală (cpv): 79400000 Consultanță în afaceri și în management și servicii conexe

5.1.2. Locul de executare

Țara: Africa de Sud

Informații suplimentare: As described in the Annex 1: Terms of Reference

5.1.3. Durata estimată

Data începerii: 01/10/2026

Data de sfârșit a duratei: 30/09/2028

5.1.5. Valoare

Valoarea maximă a acordului-cadru: 8 000 000,00 EUR

5.1.6. Informații generale

Participare rezervată:

Participarea nu este rezervată.

Trebuie să fie specificate numele și calificările profesionale ale personalului însărcinat cu executarea contractului: Nu este obligatorie

Proiect de achiziții publice finanțat integral sau parțial din fonduri UE

Achiziția face obiectul Acordului privind achizițiile publice (AAP): da

Această procedură de achiziții publice este adecvată și pentru întreprinderile mici și mijlocii (IMM-uri): da

5.1.7. Achiziție publică strategică

Obiectiv social promovat: Obligația de diligență în privința drepturilor omului în cadrul lanțurilor de aprovizionare globale, Condiții de muncă echitabile

5.1.9. Criterii de selecție

Sursele criteriilor de selecție: Documentul european de achiziție unic (DEAU)

5.1.10. Criterii de atribuire

Criteriu:

Tip: Preț

Criteriu:

Tip: Calitate

5.1.11. Documentele achiziției

Termenul-limită pentru solicitarea de informații suplimentare: 15/09/2026 09:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Unde se găsesc documentele achiziției: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

5.1.12. Condițiile achiziției publice

Condiții de depunere:

Depunere electronică: Obligatorie

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

Limbile în care pot fi depuse ofertele sau cererile de participare: engleză

Catalog electronic: Nu este permisă

Ofertanții pot depune mai multe oferte: Nu este permisă

Termenul-limită pentru primirea ofertelor: 28/09/2026 09:00:00 (UTC+00:00) ora Europei Occidentale, GMT

Durata în care oferta trebuie să rămână valabilă: 6 Luni

Informații privind deschiderea publică:

Data deschiderii: 28/09/2026 09:01:00 (UTC+00:00) ora Europei Occidentale, GMT

Clauzele contractuale:

Executarea contractului trebuie efectuată în cadrul unor programe de angajare protejată: Nu

Este necesar un acord de confidențialitate: nu

Facturare electronică: Obligatorie

Se va utiliza comanda electronică: da

Se va utiliza plata electronică: da

5.1.15. Aspecte tehnice

Acord-cadru:

Acord-cadru, cu reluarea procedurii concurențiale

Numărul maxim de participanți: 3

Informații despre sistemul dinamic de achiziții:

Nu există un sistem dinamic de achiziție

5.1.16. Informații suplimentare, mediere și căi de atac

Organizația responsabilă cu căile de atac: Markkinaoikeus

Informații privind termenele-limită pentru reexaminare: 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. Organizații

8.1. ORG-0001

Denumire oficială: Markkinaoikeus

Număr de înregistrare: 3006157-6

Adresă poștală: Radanrakentajantie 5

Localitate: Helsinki

Cod poștal: 00520

Subdiviziunea țării (NUTS): Helsinki-Uusimaa (FI1B1)

Țara: Finlanda

E-mail: markkinaoikeus@oikeus.fi

Telefon: +358 295643300

Adresa de internet: <http://www.oikeus.fi/markkinaoikeus>

Rolurile acestei organizații:

Organizația responsabilă cu căile de atac

8.1. ORG-0002

Denumire oficială: HAUS kehittämiskeskus Oy
Număr de înregistrare: 1778388-1
Adresă poștală: Yliopistonkatu 5, 5.krs
Localitate: Helsinki
Cod poștal: 00100
Subdiviziunea țării (NUTS): Helsinki-Uusimaa (FI1B1)
Țara: Finlanda
Punct de contact: HAUS
E-mail: kilpailutus@haus.fi
Telefon: +358 447877028
Adresa de internet: <http://www.haus.fi>
Rolurile acestei organizații:
Cumpărător

8.1. ORG-0003

Denumire oficială: Hansel Oy (Hilma)
Număr de înregistrare: FI09880841
Adresă poștală: Mannerheiminaukio 1a
Localitate: Helsinki
Cod poștal: 00100
Subdiviziunea țării (NUTS): Helsinki-Uusimaa (FI1B1)
Țara: Finlanda
Punct de contact: eSender
E-mail: tekninen@hankintailmoitukset.fi
Telefon: 029 55 636 30
Adresa de internet: <http://hankintailmoitukset.fi>
Rolurile acestei organizații:
TED eSender

Informații privind anunțul

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