

596269-2026 - Javni razpis

Finska – Podjetniško in managersko svetovanje ter s tem povezane storitve – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Obvestilo o koncesiji ali naročilu – standardna ureditev

Storitve

1. Kupec

1.1. Kupec

Uradno ime: HAUS kehittämisskeskus Oy

E-naslov: kilpailutus@haus.fi

Pravna vrsta kupca: Oseba javnega prava, ki jo obvladuje osrednji državni organ

Dejavnost javnega naročnika: Izobraževanje

2. Postopek

2.1. Postopek

Naslov: Global Employer of Record (EoR) Services

Opis: 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).

Identifikator postopka: 279a8f95-316b-4f44-8f85-e06c1d905830

Notranji identifikator: 624067

Vrsta postopka: Odprti postopek

Postopek je pospešen: ne

Glavne značilnosti postopka: 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. Namen

Vrsta javnega naročila: Storitve

Glavna klasifikacijska oznaka (cpv): 79400000 Podjetniško in managersko svetovanje ter s tem povezane storitve

2.1.2. Kraj izvajanja

Država: Južna Afrika

Dodatne informacije: As described in the Annex 1: Terms of Reference

2.1.3. Vrednost

Najvišja vrednost okvirnega sporazuma: 8 000 000,00 EUR

2.1.4. Splošne informacije

Pravna podlaga:

2.1.6. Razlogi za izključitev

Viri izključitvenih razlogov: Enotni evropski dokument v zvezi z oddajo javnega naročila

5. Sklop

5.1. Sklop: LOT-0000

Naslov: Global Employer of Record (EoR) Services

Opis: 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).

Notranji identifikator: 624067

5.1.1. Namen

Vrsta javnega naročila: Storitve

Glavna klasifikacijska oznaka (cpv): 79400000 Podjetniško in managersko svetovanje ter s tem povezane storitve

5.1.2. Kraj izvajanja

Država: Južna Afrika

Dodatne informacije: As described in the Annex 1: Terms of Reference

5.1.3. Predvideno trajanje

Datum začetka: 01/10/2026

Datum zaključka trajanja: 30/09/2028

5.1.5. Vrednost

Najvišja vrednost okvirnega sporazuma: 8 000 000,00 EUR

5.1.6. Splošne informacije

Pridržana udeležba:

Udeležba ni pridržana.

Navedi je treba imena in poklicne kvalifikacije osebja, ki izvaja javno naročilo: Se ne zahteva

Projekt javnega naročanja se v celoti ali delno financira s sredstvi EU

Javno naročilo je zajeto v Sporazumu o javnih naročilih: da

To javno naročilo je primerno tudi za mala in srednja podjetja (MSP): da

5.1.7. Strateško javno naročanje

Spodbujani socialni cilj: Potrebna skrbnost v zvezi s človekovimi pravicami v svetovnih dobavnih verigah, Pošteni delovni pogoji

5.1.9. Merila za izbor

Viri izbirnih kriterijev: Enotni evropski dokument v zvezi z oddajo javnega naročila

5.1.10. Merila za oddajo javnega naročila

Merilo:

Vrsta: Cena

Merilo:

Vrsta: Kakovost

5.1.11. Dokumenti v zvezi z oddajo javnega naročila

Rok za zahtevanje dodatnih informacij: 15/09/2026 09:00:00 (UTC+00:00) Zahodnoevropski čas, GMT

Naslov dokumentov v zvezi z oddajo javnega naročila: <https://tarjouspalvelu.fi/hausoy?id=624067&tpk=09b772cd-0a07-4be2-a563-238c5e2a01ba>

5.1.12. Pogoji javnega naročila

Pogoji za predložitev:

Elektronska predložitev: Obvezno

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

Jeziki, v katerih se lahko oddajo ponudbe ali prijave za sodelovanje: angleščina

Elektronski katalog: Ni dovoljeno

Ponudniki lahko predložijo več kot eno ponudbo: Ni dovoljeno

Rok za prejem ponudb: 28/09/2026 09:00:00 (UTC+00:00) Zahodnoevropski čas, GMT

Obdobje, v katerem mora ponudba ostati veljavna: 6 Meseci

Informacije o javnem odpiranju:

Datum odprtja: 28/09/2026 09:01:00 (UTC+00:00) Zahodnoevropski čas, GMT

Pogoji javnega naročila:

Izvajanje javnega naročila je treba zagotoviti v okviru programov zaščitenega zaposlovanja: Ne

Zahteva se sporazum o nerazkrivanju podatkov: ne

Elektronsko izdajanje računov: Obvezno

Uporabljeno bo elektronsko naročanje: da

Uporabljeno bo elektronsko plačevanje: da

5.1.15. Tehnike**Okvirni sporazum:**

Okvirni sporazum s ponovnim odpiranjem konkurence

Največje število udeležencev: 3

Informacije o dinamičnem nabavnem sistemu:

Ni dinamičnega nabavnega sistema

5.1.16. Dodatne informacije, mediacija in revizija

Organizacija za revizijo: Markkinaoikeus

Informacije o rokih za revizijo: 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. Organizacije**8.1. ORG-0001**

Uradno ime: Markkinaoikeus

Registrska številka: 3006157-6

Poštni naslov: Radanrakentajantie 5

Mesto: Helsinki

Poštna številka: 00520

Podregija države (NUTS): Helsinki-Uusimaa (FI1B1)

Država: Finska

E-naslov: markkinaoikeus@oikeus.fi

Tel.: +358 295643300

Spletni naslov: <http://www.oikeus.fi/markkinaoikeus>

Vloge te organizacije:

Organizacija za revizijo

8.1. ORG-0002

Uradno ime: HAUS kehittämiskeskus Oy

Registrska številka: 1778388-1

Poštni naslov: Yliopistonkatu 5, 5.krs

Mesto: Helsinki

Poštna številka: 00100
Podregija države (NUTS): Helsinki-Uusimaa (FI1B1)
Država: Finska
Kontaktna točka: HAUS
E-naslov: kilpailutus@haus.fi
Tel.: +358 447877028
Spletni naslov: <http://www.haus.fi>
Vloge te organizacije:
Kupec

8.1. ORG-0003

Uradno ime: Hansel Oy (Hilma)
Registrska številka: FI09880841
Poštni naslov: Mannerheiminaukio 1a
Mesto: Helsinki
Poštna številka: 00100
Podregija države (NUTS): Helsinki-Uusimaa (FI1B1)
Država: Finska
Kontaktna točka: eSender
E-naslov: tekninen@hankintailmoitukset.fi
Tel.: 029 55 636 30
Spletni naslov: <http://hankintailmoitukset.fi>
Vloge te organizacije:
TED eSender

Informacije o obvestilu

Identifikator/različica obvestila: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Vrsta obrazca: Javni razpis
Vrsta obvestila: Obvestilo o koncesiji ali naročilu – standardna ureditev
Podvrsta obvestila: 16
Datum pošiljanja obvestila: 27/08/2026 12:12:03 (UTC+00:00) Zahodnoevropski čas, GMT
Datum pošiljanja obvestila (ePošiljatelja): 27/08/2026 12:12:04 (UTC+00:00) Zahodnoevropski čas, GMT
Jeziki, v katerih je uradno dostopno to obvestilo: angleščina
Številka objave obvestila: 596269-2026
Številka izdaje UL S: 166/2026
Datum objave: 28/08/2026