

596269-2026 - Konkurrensumsättning

Finland – Företags- och managementrådgivning samt tillhörande tjänster – Global Employer of Record (EoR) Services

OJ S 166/2026 28/08/2026

Meddelande om upphandling eller koncession – standardsystem

Tjänster

1. Upphandlare

1.1. Upphandlare

Officiellt namn: HAUS kehittämiskeskus Oy

E-postadress: kilpailutus@haus.fi

Köparens rättsliga status: Offentligt styrt organ som kontrolleras av en statlig myndighet

Den upphandlande myndighetens verksamhet: Utbildning

2. Förfarande

2.1. Förfarande

Titel: Global Employer of Record (EoR) Services

Beskrivning: 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).

Förfarandets identifierare: 279a8f95-316b-4f44-8f85-e06c1d905830

Intern identifierare: 624067

Typ av förfarande: Öppet

Förfarandet är påskyndat: nej

Förfarandets viktigaste kännetecken: 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. Föremålet för upphandlingen

Kontraktets art: Tjänster

Huvudklassificering (cpv): 79400000 Företags- och managementrådgivning samt tillhörande tjänster

2.1.2. Leveransplats

Land: Sydafrika

Kompletterande information: As described in the Annex 1: Terms of Reference

2.1.3. Värde

Högsta värde för ramavtalet: 8 000 000,00 EUR

2.1.4. Allmänna upplysningar

Rättslig grund:

2.1.6. Uteslutningsgrunder

Källor till uteslutningsgrunder: Europeiskt enhetligt upphandlingsdokument

5. Del (anbudsområde)

5.1. Del (anbudsområde): LOT-0000

Titel: Global Employer of Record (EoR) Services

Beskrivning: 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).

Intern identifierare: 624067

5.1.1. Föremålet för upphandlingen

Kontraktets art: Tjänster

Huvudklassificering (cpv): 79400000 Företags- och managementrådgivning samt tillhörande tjänster

5.1.2. Leveransplats

Land: Sydafrika

Kompletterande information: As described in the Annex 1: Terms of Reference

5.1.3. Uppskattad löptid

Startdatum: 01/10/2026

Slutdatum för varaktighet: 30/09/2028

5.1.5. Värde

Högsta värde för ramavtalet: 8 000 000,00 EUR

5.1.6. Allmänna upplysningar

Reserverad upphandling:

Deltagande är inte reserverat.

Namn på och yrkeskvalifikationer för den personal som ska utföra kontraktet måste anges:

Behöver inte anges

Upphandlingsprojekt som helt eller delvis finansieras med EU-medel

Upphandlingen omfattas av Världshandelsorganisationens avtal om offentlig upphandling, GPA : ja

Upphandlingen är också lämplig för små och medelstora företag: ja

5.1.7. Strategisk upphandling

Socialt mål som främjas: Tillbörlig aktsamhet i fråga om mänskliga rättigheter i globala leveranskedjor, Rättvisa arbetsvillkor

5.1.9. Urvalskriterier

Källor till urvalskriterier: Europeiskt enhetligt upphandlingsdokument

5.1.10. Tilldelningskriterier

Kriterium:

Typ: Pris

Kriterium:

Typ: Kvalitet

5.1.11. Upphandlingsdokument

Sista dag för att begära kompletterande information: 15/09/2026 09:00:00 (UTC+00:00)

Västeuropeisk tid

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

5.1.12. Upphandlingsvillkor

Villkor för inlämning:

Elektronisk inlämning: Krävs

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

De språk som kan användas i anbud eller anbudsansökningarna: engelska

Elektronisk katalog: Ej tillåten

Anbudsgivare får lämna in fler än ett anbud: Ej tillåten

Tidsfrist för mottagande av anbud: 28/09/2026 09:00:00 (UTC+00:00) Västeuropeisk tid
Varaktighet under vilken anbudet måste förbli giltigt: 6 Månader

Information om offentlig anbudsöppning:

Öppningsdatum: 28/09/2026 09:01:00 (UTC+00:00) Västeuropeisk tid

Kontraktsvillkor:

Kontraktet måste genomföras inom ramen för program för skyddad anställning: Nej

Sekretessavtal krävs: nej

Elektronisk fakturering: Krävs

Elektronisk beställning kommer att användas: ja

Elektronisk betalning kommer att användas: ja

5.1.15. Metoder

Ramavtal:

Ramavtal med förnyad konkurrensutsättning

Högst antal deltagare: 3

Information om det dynamiska inköpssystemet:

Upphandlingen avser inte ett dynamiskt inköpssystem

5.1.16. Kompletterande information, medling och prövning

Prövningsorganisation: Markkinaoikeus

Information om tidsfrist för prövning: 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. Organisationer

8.1. ORG-0001

Officiellt namn: Markkinaoikeus

Registreringsnummer: 3006157-6

Postadress: Radanrakentajantie 5

Ort: Helsinki

Postnummer: 00520

Del av land (NUTS): Helsinki-Uusimaa (FI1B1)

Land: Finland

E-postadress: markkinaoikeus@oikeus.fi

Tfn: +358 295643300

Webbadress: <http://www.oikeus.fi/markkinaoikeus>

Den här organisationens roller:

Prövningsorganisation

8.1. ORG-0002

Officiellt namn: HAUS kehittämiskeskus Oy

Registreringsnummer: 1778388-1

Postadress: Yliopistonkatu 5, 5.krs
Ort: Helsinki
Postnummer: 00100
Del av land (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finland
Kontaktpunkt: HAUS
E-postadress: kilpailutus@haus.fi
Tfn: +358 447877028
Webbadress: <http://www.haus.fi>
Den här organisationens roller:
Upphandlare

8.1. ORG-0003

Officiellt namn: Hansel Oy (Hilma)
Registreringsnummer: FI09880841
Postadress: Mannerheiminaukio 1a
Ort: Helsinki
Postnummer: 00100
Del av land (NUTS): Helsinki-Uusimaa (FI1B1)
Land: Finland
Kontaktpunkt: eSender
E-postadress: tekninen@hankintailmoitukset.fi
Tfn: 029 55 636 30
Webbadress: <http://hankintailmoitukset.fi>
Den här organisationens roller:
TED eSender

Information om meddelandet

Identifierare/version för meddelandet: d42fe916-0d8f-4c8c-83e8-20c424cc410e - 01
Formulärtyp: Konkurrensutsättning
Meddelandetyp: Meddelande om upphandling eller koncession – standardsystem
Meddelandets undertyp: 16
Avsändningsdatum för meddelandet: 27/08/2026 12:12:03 (UTC+00:00) Västeuropeisk tid
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Västeuropeisk tid
Språk som det här meddelandet finns officiellt tillgängligt på: engelska
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