

No.	Section and page to which question refers	Quote of the text to which the question refers	Question	Answer
1	3. Assignment	Timeline	To what extent is the current timeline from the end of September to November 6 set?	We will have to be somewhat flexible to accommodate the chosen service provider, however, we are keen to do a substantial part of Phase 2 this year. That would require us to have a strong design from Phase 1. Therefore, we advise you propose a timeline that works for your team. We will consider this along with all the selection criteria.
2	6. Testing and weighing	Technical Expertise and Experience	Can we apply in consortia with another agency?	Yes
3	3. Assignment	- Designing a system that meets business needs of all relevant stakeholders. The design should consider current deadlines but may also suggest future phases of development. - Development of a flowchart and standard operating modules for operating the database and analytics module, for both back-end users (IDH staff) and front-end users (partners). Final design should reflect IDH feedback	Scope of work is going to be completed with the submission of design phase reports or it will continue into the software development phase?	The scope of this TOR is the design phase only. The development phase will be contracted separately.
4	1. Introduction	IDH seeks a qualified service provider proficient in building connections with a Google BigQuery and Azure Databases (as these are the technologies currently in use for data-collection tool)	Is there any benchmarking solutions which IDH team can suggest as a reference?	No. The solution should be determined based on the design phase.



5	1. Introduction	IDH seeks a qualified service provider proficient in building connections with a Google BigQuery and Azure Databases (as these are the technologies currently in use for data-collection tool)	Are there any possibility to change the type of database?	The database type of the front end of the tool is not in scope to be changed. Subsequent solutions that combine data in an additional database are welcome.
6	1. Introduction	The current database is populated by data entered in the Salary Matrix. This database is developed and managed by an external party that has developed the Salary Matrix. Currently, we are interested in having a database that is IDH-owned and maintained, while allowing for data sharing under binding principles and abiding by regulations with relevant third parties.	Are there any transformation planned for redefining the Salary Matrix tool?	The Salary Matrix undergoes constant development. The solution should be able to accommodate changes in data structure as well as continuous inflow of data.
7	1. Introduction	IDH seeks a qualified service provider proficient in building connections with a Google BigQuery and Azure Databases (as these are the technologies currently in use for data-collection tool)	Are there any API documentation currently available for the current database?	There are currently no APIs.
8	6. Testing and weighing	Grounds for exclusion	Any separate NOC required for the mentioned pointers	There are no additional grounds for exclusion. However, the best services provider will be selected based on the included criteria.
9		The assignment will be awarded to the service provider with the most economically advantageous tender, taking into account both price and quality criteria.	Do you have budget constraints or resource limitations that should be considered in the project planning?	Budget should reflect the scope of work indicated by the TOR.



10	3. Assignment	The system must allow IDH team to provide access to the following stakeholders using robust data-security measures in accordance with GDPR and all other relevant data regulation	Will the system need to generate reports or logs to demonstrate compliance with data regulations, and if so, what should these reports include?	Details on what the solution should provide should be scoped and determined during the design phase.
11	3. Assignment	The system must allow IDH team to provide access to the following stakeholders using robust data-security measures in accordance with GDPR and all other relevant data regulation	What specific data-security measures and protocols will be implemented to ensure compliance with GDPR and other relevant data regulations?	Relevant data-security measures should be advised by selected service provider.
12	3. Assignment	The system must include clear and well-defined protocols for uploading data into the database along with a rights management system that allows IDH permission to assign rights regarding data entry, edits, or removal to select users.	How will the rights management system work, and who will have the authority to assign data entry, edit, and removal permissions?	System to set and define authority for data access should be designed by service provider during assignment.
13	3. Assignment	Deliverables	Do you have specific project timelines or milestones that need to be met?	Timelines are specified in the TOR.
14	3. Assignment	The system will need to allow for data to be added from other sources (for example, external databases or input lists that define subsets of data)	What types of data sources do you anticipate integrating into the system, and how will this data be acquired?	External databases such as minimum wages or volume sheets may be integrated. Data will be acquired by IDH team. The system will need to allow for other data to be added by IDH.
15	3. Assignment	Assessment and foundational analysis: conduct a thorough documentation and understanding of the current set up, including limitations, with a focus on data flow and pipeline from tool's database to analytics database (PowerBI).	Is Power BI being currently used or will be part of the Build Phase?	It is currently being used and will likely be reconnected to the chosen solution.