

Fundamental Rights Impact Assessment (FRIA■Lite) — Zimbabwe Edition

Minimum Viable Rights■Based Governance for AI Systems in Public Institutions

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Purpose

This Fundamental Rights Impact Assessment (FRIA■Lite) helps public institutions identify rights risks early, set safeguards, and decide whether an AI system may proceed to pilot or deployment.

Use in Practice

- Complete FRIA■Lite before procurement, pilot approval, or deployment of AI-enabled systems.
- Treat systems affecting eligibility, justice, children, or sensitive data as **high-impact** by default.

FRIA■Lite Core Questions (Checklist)

Area	Questions to Answer (Yes/No)
Data & Privacy	Does the system use personal/sensitive/children’s data? Is retention defined? Is access controlled?
Equality & Non■Discrimination	Could outputs disadvantage groups (gender, disability, location, language)? Have basic checks been implemented?
Transparency	Can decisions be explained in plain language? Is there public notice that AI is used?
Human Review	Can a person request a human review/override for high-impact outcomes?
Remedy	Is there a complaint pathway, response timeline, and correction process?
Accountability	Is there a named system owner and risk/compliance owner? Are logs enabled?

Risk Tier Decision

- **Low risk:** minimal personal data; reversible outcomes; easy to explain and monitor.
- **Medium risk:** personal data; decision-support influences services; safeguards required.
- **High risk:** sensitive/children’s data; affects eligibility/justice/essential services; limited contestability; agent actions or write access.

Approval Gate

High-risk systems must not proceed without documented safeguards, monitoring, and remedy pathways, and sign■off by delegated leadership and compliance functions.