

The value of GECs in an age of AI-driven enforcement

Global mobility professionals have long treated compliance as a matter of getting the paperwork right.

In 2026, that assumption is being tested by a new class of adversary: the algorithm. Governments are increasingly using artificial intelligence not just to process immigration filings, but to actively cross-check them, shifting from manual review to automated scrutiny. The implications for how organizations structure their internationally mobile workforce are significant.

Immigration authorities have moved well beyond document checklists. Many law enforcement agencies worldwide now deploy AI systems for image analysis, speech analysis, and risk and text assessment. For example, the US Immigration and Customs Enforcement (ICE) launched an AI-powered software platform called ImmigrationOS that integrates fragmented government databases to streamline tracking, targeting, enforcement prioritization, and deportation logistics. Several immigration and government agencies around the world are also investing heavily in AI tools to support their tasks and quickly identify cases worthy of attention.

The consequence for employers is unforgiving: these systems can be programmed to detect changes in an individual's profile, job duties, or salary, making consistency across documentation essential. A visa application listing one job title while a payroll record reflects another is no longer a discrepancy likely to surface only in a rare audit. It is precisely the kind of inconsistency these systems are designed to catch automatically.

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Cross-border data sharing compounds the effect. Digital border systems and airline passenger data now give governments a far more continuous picture of an employee's movements and employment history than existed even a few years ago. Even brief physical presence in a jurisdiction can trigger payroll or social security reporting obligations, regardless of whether the company has any formal taxable presence there.

In this context, any type of fragmentation can become a liability. Organizations managing mobile employees through fragmented structures, where Home Country HR, Host Country HR, and multiple Shared Service Centres each hold pieces of an employee's record, carry a structural vulnerability into this environment. For example, it is not uncommon to find that a job title is reported one way on a visa application and another way in an employment contract, or that a compensation figure doesn't reconcile exactly across two systems. Usually such situations don't imply any wrongdoing, but they are a natural byproduct of decentralized administration. However, these discrepancies are exactly what automated consistency checks are built to identify.

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This is where the Global Employment Company model can potentially offer an advantage. When mobile employees are employed through one legal entity, their core data, such as job title, compensation, contract terms, assignment history, usually originates from a single authoritative source rather than being reconstructed across multiple systems and stakeholders. Immigration filings, payroll records, and tax documentation can all be generated from the same underlying dataset, sharply reducing the risk of the inadvertent inconsistencies that these AI tools are now built to flag.

Centralized data governance has always been cited as a GEC benefit. What has changed is the cost of getting it wrong. A minor inconsistency once resolved with a phone call now risks automatic detection at scale, in an enforcement environment with far less tolerance for ambiguity.

For mobility leaders who are building or defending the case for a GEC, these emerging trends offer a useful reframe. The question is no longer just about cost savings or administrative efficiency, but about confidence: how sure is the organization that the employment data behind every visa filing, payroll run, and tax return for its mobile population is fully consistent?

In a fragmented model, answering this question requires coordinating across every stakeholder in the chain. In a GEC model, the answer starts with a single source of truth, which gives the organization a structural head start, as AI becomes further embedded in how governments monitor cross-border talent.

If you wish to discuss how a GEC could potentially benefit your organization, please feel free to [*reach out to an ITX consultant*](#) for a free consultation.