



Manpower HR

Human Power Global Workforce

Global Mobility Trends 2025

Expatriate Workforce, Digital Mobility, and Global
Relocation Ecosystems

ManpowerHR Global Insights

October 2025 *"Building borderless teams with compliant, data-driven mobility"*



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Executive Summary

2025 marks a pivotal shift in global workforce mobility. Across the GCC and South Asia, employers are re-engineering cross-border operations through digital visas, hybrid expatriate work models, and predictive relocation systems.

AI and analytics now power immigration, payroll, and compliance—cutting processing time by 40% and aligning mobility with ESG goals. ManpowerHR’s mobility practice supports expansion across UAE, KSA, Qatar, Oman, and Bangladesh through visa processing, relocation logistics, and expatriate compliance.

Global mobility is no longer a support function—it’s a strategic lever for workforce scalability and regional integration.

Key Highlights

- **Digital Transformation of Mobility** – AI-based visa and PRO platforms are reshaping government services.
- **Compliance & Payroll Integration** – Unified HRIS dashboards ensure governance across borders.
- **Expat Experience & ESG Impact** – ESG now includes wellbeing and relocation satisfaction.
- **Strategic Outlook** – Predictive analytics and tax dashboards drive smarter mobility decisions.

Key Findings:

1. Digital visa systems across GCC countries are reducing approval timelines by **35%**.
2. Cross-border payroll integration enhances compliance and cost transparency.
3. Relocation automation improves employee onboarding efficiency.
4. Mobility analytics boost expatriate satisfaction and retention rates.

Regional Insights

- **UAE & KSA:** Digital immigration, wage protection, and skill classification reforms.
- **Qatar & Oman:** Quota modernization and digital PRO frameworks.
- **Bangladesh:** Outbound mobility surge in healthcare and construction sectors.

Methodology

Based on 2025 research by ManpowerHR Global Insights:

- Survey of 1,000 HR and mobility leaders
- 20 expert interviews
- Secondary data from GCC labor ministries and ILO datasets

References

- ILO (2025). *Global Workforce Migration Outlook*
- World Bank (2025). *Digital Employment Pathways*
- UAE Ministry of Human Resources (2024). *Workforce Transformation Report*
- ManpowerHR Research (2025). *GCC Labor Mobility Index*

Strategic Additions

Future Mobility Trends to Watch

- *AI-driven relocation scoring*: Matching talent to regions based on visa ease, cost, and ESG alignment
- *Digital twin onboarding*: Simulated relocation journeys for smoother transitions
- *Global mobility carbon dashboards*: Tracking emissions tied to expatriate movement

Call to Action

Ready to Move with Confidence?

Get a custom proposal covering visa, relocation, and cross-border HR support.

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