THE TEFL INSTITUTE · RESEARCH TEAM

The State of TEFL 2027
Africa

Africa edition · Published November 2026

Teaching English in Africa in 20 pages and 9 charts: how well six countries speak English on the index published this week, the legal minimum wage in each and how to check an offer against it, the one pay estimate that could be sourced, and where African graduates teach abroad. Six country profiles. Every figure dated and sourced.

588
South Africa's EF score, highest in Africa; Egypt's is 452

6 of 6
countries profiled that set a legal minimum wage

US$48 – 360
monthly minimum wages, Ghana to South Africa, at September 2026 rates

+21%
Egypt's private-sector minimum wage rise on 1 January 2027

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New datasets read 19 November 2026 · EF English Proficiency Index 2026, published 18 November 2026
Qualification references confirmed against the Ofqual register 1 September 2026
How to cite this report is on the last page.

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How to read the charts

Every chart and table carries its source and its basis. Three colours are used throughout, and a figure is never shown in a colour it has not earned.

Official
A rule or figure set by a government, regulator, central bank or programme operator. Where it was read on a secondary page, not at the source, the table says so. Green.

Market estimate
A typical advertised range from job listings and guides, without a published method. Blue.

Survey or derived
A survey result, or arithmetic on a published figure, and labelled as such. Amber.

Countries covered

Coverage	Countries	Why
Full profile	Egypt, Morocco, Tunisia, South Africa, Kenya, Ghana	Three North African markets that hire foreign teachers, and three English-using economies south of the Sahara. Each has a 2026 EF score and a legal minimum wage read for this edition
Mentioned	Zimbabwe, Algeria	Zimbabwe for its EF score (second in Africa); Algeria for its new primary English curriculum
Not covered	Nigeria, Ethiopia, Tanzania, Uganda, Rwanda, francophone West and Central Africa	No dataset was read for them on the day

Dates that matter

What	When it was checked
EF English Proficiency Index 2026, published 18 November 2026: six country scores and ranks; skill scores for Egypt	19 November 2026; EF report and press coverage
Minimum wages in force in November 2026, and Egypt's rise announced for January 2027	19 November 2026; named secondary sources citing each decree, gazette notice or council decision
Exchange rates	US Treasury Reporting Rates of Exchange as of 30 September 2026
Morocco pay ranges	Typical advertised ranges on the Institute's Morocco guides, checked for this edition; estimates
South Africa's public school salary scale; JET participants from South Africa; Kenya's teacher hiring	Read for the Institute's own articles and The Atlas, October and November 2026
Qualification references (Ofqual register)	1 September 2026, by hand (global edition)

How this edition relates to the global report. This is the Africa edition of The State of TEFL 2027 and the last of six regional editions. It adds datasets read for six countries on 19 November 2026. Where a figure could not be sourced it is left out and the gap is stated. It carries no regional pay estimate, because none could be sourced.

SECTION 1

Executive summary

> **In one paragraph.** Africa is two English teaching markets that share a continent and little else. In North Africa, Egypt, Morocco and Tunisia hire foreign teachers into private language centres and international schools, in countries that score in EF's low band. South of the Sahara, South Africa and Kenya score in EF's high band, above most of Europe, and are better known as sources of teachers than as places to hire them. Every country profiled sets a legal minimum wage, from about US$48 a month in Ghana to about US$360 in South Africa. No government publishes what a language centre pays, and the only pay estimate this report could source is for Morocco.

What the evidence supports

- **The range in English is wide.** South Africa scores 588 on EF's 2026 index and Egypt 452, a gap of 136 points. Five of the six are above EF's global average of 485; Egypt is below it.
- **No country rose this year.** Five of six lost points between EF's 2025 and 2026 editions and Morocco held level. South Africa fell 14 points and left EF's very high band.
- **The floor is published; the pay is not.** Monthly minimum wages in November 2026 run from about US$48 in Ghana to about US$360 in South Africa, at 30 September 2026 exchange rates.
- **Morocco is where an offer can be tested.** Typical advertised language centre pay of MAD 8,000 to 14,000 is 2.3 to 4.1 times the 2026 minimum wage of about MAD 3,423.
- **Egypt's floor rises 21% in January 2027,** from EGP 7,000 to EGP 8,500 a month for the private sector, on a decision announced this week.
- **South Africa and Kenya matter as sources of teachers.** South Africans can apply to JET in Japan and EPIK in Korea; JET lists 183 South African participants as of 1 July 2026.

What it does not support

- **A pay figure for Egypt, Tunisia, South Africa, Kenya or Ghana.** Ranges seen on provider sites give no method and are not used.
- **A regional market size.** No verifiable source publishes Africa's share of the global English language training market.
- **A visa guide.** No work permit rule was read at an official source for any of the six countries. Section 5 says what is known.
- **A claim that any qualification is recognised or required by law** in any African country.

Six countries in three numbers

Country	EF 2026 score Survey	Monthly minimum wage Official	About, in US dollars Derived
Egypt	452 (low)	EGP 7,000	US$135
Morocco	492 (low)	MAD 3,422.72	US$354
Tunisia	490 (low)	TND 554.736	US$187
South Africa	588 (high)	R5,894.85	US$360
Kenya	582 (high)	KES 18,047.40	US$139
Ghana	535 (moderate)	GH¢566.02	US$48

Minimum wages in force in November 2026; dollar values at US Treasury reporting rates of 30 September 2026. Morocco's, South Africa's and Ghana's are set by the hour or day and converted to a month; the basis is on page 9.

The one check to take away. Ask for the monthly figure in local currency for a stated number of hours, and compare it with the legal minimum wage in force that month. Section 4 gives the figures and the arithmetic.

AT A GLANCE

Twelve numbers and ten findings you can quote

Start here. Twelve figures carry most of the argument in the pages that follow. Each shows its source underneath; the context, caveats and charts are in the sections named in the contents.

588
South Africa's EF score, highest of the six (rank 14 of 117)
EF EPI 2026

452
Egypt's EF score, lowest of the six (rank 83 of 117)
EF EPI 2026

5 of 6
Countries above EF's global average of 485
EF EPI 2026

0 of 6
Countries whose EF score rose between 2025 and 2026
Derived from EF

−14
South Africa's change in score, 602 to 588
EF EPI 2025 and 2026

MAD 8,000 – 14,000
Typical advertised language centre pay a month, Morocco
Estimate

6 of 6
Countries profiled that set a legal minimum wage
Read 19 Nov 2026

+21%
Egypt's private-sector minimum wage rise, January 2027
National Council for Wages

US$48 – 360
Range of monthly minimum wages, Ghana to South Africa
Derived

2.3 – 4.1×
Morocco language centre pay as a multiple of the minimum wage
Derived

183
South African JET participants, 1 July 2026
Embassy of Japan

117
Countries and regions in the EF index, 2.3 million test takers
EF, 18 Nov 2026

Ten findings in citable form

Each sentence stands alone, with its source and date, so it can be quoted without the surrounding text.

1. South Africa scores 588 in the EF English Proficiency Index 2026, rank 14 of 117 and the highest in Africa; Egypt scores 452, rank 83 (EF Education First, 18 November 2026).
2. Five of six African countries read score above EF's 2026 global average of 485: South Africa (588), Kenya (582), Ghana (535), Morocco (492) and Tunisia (490); Egypt (452) is below it (EF EPI 2026).
3. None of six African countries read improved its EF score between the 2025 and 2026 editions; Morocco held at 492 and South Africa fell 14 points, from 602 to 588 (EF EPI 2025 and 2026).
4. Egypt's lowest English skill is writing, at 405 on the EF index 2026, against 470 for reading (EF EPI 2026).
5. Egypt's private-sector minimum wage rises from EGP 7,000 to EGP 8,500 a month on 1 January 2027, an increase of 21% (National Council for Wages decision, reported 16 November 2026).
6. Morocco's minimum wage is MAD 17.92 an hour from 1 January 2026, about MAD 3,423 a month on the 191-hour basis (Decree 2.25.983; monthly figure derived).
7. Typical advertised pay at Moroccan language centres of MAD 8,000 to 14,000 a month is 2.3 to 4.1 times the 2026 minimum wage (The TEFL Institute; multiple derived).
8. Monthly minimum wages in six African countries in November 2026 range from about US$48 in Ghana to about US$360 in South Africa at US Treasury reporting rates of 30 September 2026 (secondary readings; conversion derived).
9. Tunisia has set its minimum wage for three years: TND 554.736 a month for a 48-hour week in 2026, TND 582.400 in 2027 and TND 611.520 in 2028 (Official Journal, 30 April 2026; secondary reading).
10. The JET Programme lists 183 South African participants as of 1 July 2026, and South Africans are eligible for both JET in Japan and EPIK in South Korea (Embassy of Japan in South Africa; programme rules).

SECTION 2

Africa in the global market, in both directions

How big is the African market for English teaching? No figure this report could verify is published. Market.us values the global English language training market at US$89.5 billion in 2024 and forecasts US$181.1 billion by 2034, with one regional share: Asia-Pacific, 42%. The rest is not broken down, so Africa's share is stated as unknown, not estimated.

US$89.5bn
Global ELT market, 2024
Market.us, 26 Aug 2025

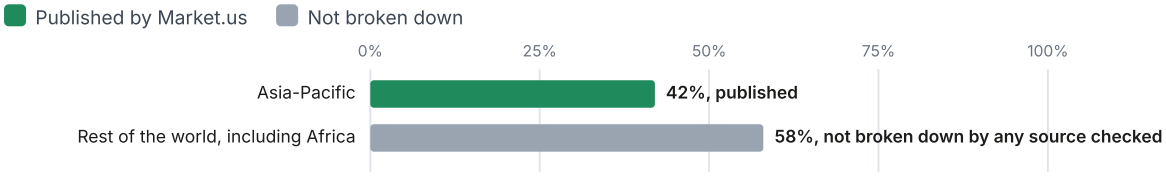
7.3%
Forecast growth a year to 2034
Market.us

Not published
Africa's share of the market
No verifiable source found

183
South Africans on JET, 1 July 2026
Embassy of Japan

What is published and what is not

Share of the global English language training market, 2024, per cent



Source: Market.us, English Language Training (ELT) Market Size, 26 August 2025; checked 1 November 2026 for the global edition.

Two markets on one continent

	North Africa: Egypt, Morocco, Tunisia	South of the Sahara: South Africa, Kenya, Ghana
EF band, 2026	Low	High (South Africa, Kenya) and moderate (Ghana)
Language of schooling	Arabic, with French in Morocco and Tunisia	English is an official language and a medium of instruction
Foreign teacher demand	Private language centres, international schools, universities, business English	State systems staffed by local teachers; international schools; few language centre posts were found
What moves teachers	Foreign teachers come in	Local teachers go out: South Africans to Asian programmes

Bands Survey. The other rows summarise the sources in this report and the Institute's country guides; they are a description, not a dataset.

The other direction

- **South Africa is a source of teachers.** South Africans are eligible for the two largest government English programmes in Asia, JET in Japan and EPIK in South Korea, and both ask for a bachelor's degree. JET lists 183 South African participants as of 1 July 2026. See jobs abroad for South Africans.
- **Kenya is hiring its own teachers.** Kenya teaches through English. Its Teachers Service Commission has KES 4.9 billion allocated to move 20,000 contract teachers to permanent terms from January 2027, on the President's World Teachers' Day address of 5 October 2026. That is demand for Kenyan-registered teachers, not foreign ones.
- **Morocco is training its own.** The Institute's report on Morocco's English shift covers the move to train Moroccan English teachers ahead of 2030.
- **Algeria is staffing a new primary English curriculum,** reported in The Atlas for October 2026. It is mentioned, not profiled.

What this edition adds. Four datasets for six countries: EF's 2026 scores, the legal minimum wage in each, one dated set of exchange rates, and the typical advertised pay in Morocco set against the floor. The partner briefing The Atlas, Edition 3 covers the same continent for schools and recruiters.

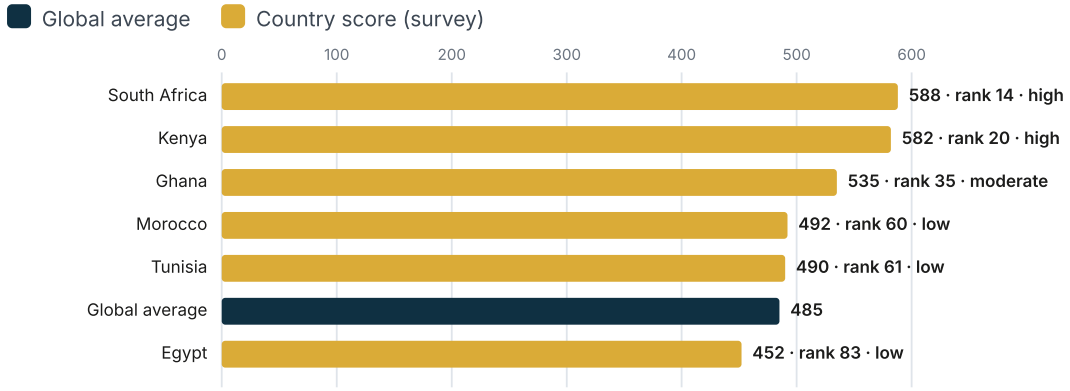
SECTION 3

Demand: how well six countries speak English

How good is English in Africa? It depends on the country, and the range is wide. On EF's English Proficiency Index 2026, published on 18 November 2026 from tests taken by 2.3 million adults in 117 countries and regions, South Africa scores 588 and Egypt 452, with the global average at 485. South Africa leads the continent and Zimbabwe is second, at 587.

EF English Proficiency Index 2026: six African countries

Score out of 800, rank of 117, and EF's proficiency band.



Source: EF Education First, EF English Proficiency Index 2026, published 18 November 2026; read 19 November 2026. Survey basis: scores describe adults who chose to take an EF test, not whole populations.

Country	2026 score	2026 rank (of 117)	EF band	Against the global average	2025 score	2025 rank (of 123)	Change in score
South Africa	588	14	High	+103	602	13	-14
Kenya	582	20	High	+97	593	19	-11
Ghana	535	35	Moderate	+50	540	36	-5
Morocco	492	60	Low	+7	492	68	+0
Tunisia	490	61	Low	+5	498	66	-8
Egypt	452	83	Low	-33	458	89	-6

Scores Survey. Change and distance from the average Derived. EF's bands: very high 600 and above, high 550 to 599, moderate 500 to 549, low 450 to 499, very low below 450. The number of countries ranked fell from 123 to 117, so compare scores across years, not ranks.

What the scores mean for a teacher

- **South Africa and Kenya score above most of Europe.** At 588 and 582 they sit in EF's high band.
- **Morocco and Tunisia sit just above the global average** at 492 and 490, in EF's low band. Both are mainly French and Arabic speaking, and English is the newer foreign language.
- **Egypt is the one country below the average,** at 452, two points above EF's very low band.
- **A rank is not a population measure.** EF ranks the adults who took its test. In countries where English is an official language, the people who take an English test may not be typical.

A new edition, read this week. EF published the 2026 index on 18 November 2026. The global, Europe and Asia editions of this report cite the 2025 index; they are being updated. This edition uses 2026 throughout.

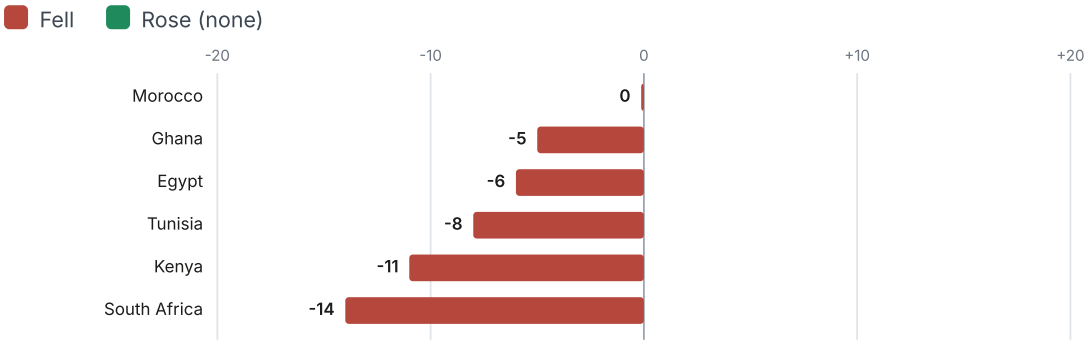
SECTION 3

No country rose, and Egypt writes least well

> **Which way is English moving in Africa?** Down, or flat, on EF's figures. Five of the six countries read lost points between the 2025 and 2026 editions and Morocco held level at 492. South Africa's fall of 14 points is the largest and moves it from EF's very high band to high. EF's global average fell too, from 488 to 485.

Change in EF score, 2025 to 2026

Points.

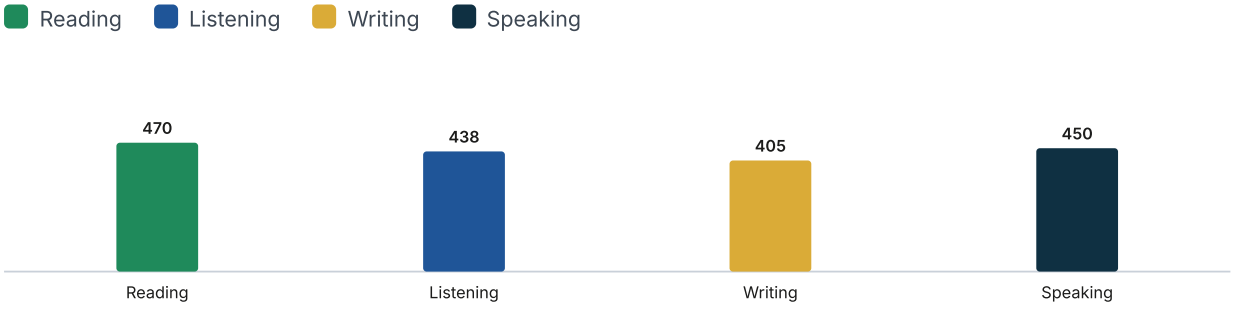


Source: derived from the EF EPI 2025 and 2026 editions, read 19 November 2026.

Morocco's rank improved from 68th to 60th with the same score, because fewer countries were ranked and others fell. Press coverage of the 2026 index in Morocco highlights gains among younger adults; that age breakdown was not read at EF for this edition.

Egypt: EF 2026 skill scores

Out of 800. The only country of the six whose skill scores were read.



Source: EF EPI 2026, read 19 November 2026 for the Middle East edition. Skill scores for the other five countries were not read and are not shown.

- **Writing is Egypt's weakest skill** at 405, 65 points below reading. The Middle East edition found writing weakest in all five Gulf and Levant countries read; Egypt fits the pattern.
- **Speaking (450) is above listening (438).** A course built on writing and listening is aimed at the measured gap.
- **The five others were not read by skill.** This report does not say which skill is weakest in Morocco, Tunisia, South Africa, Kenya or Ghana.
- **Falls should be read with care.** A change of 14 points in a self-selected test can reflect who took the test as well as what they know; EF's pages do not say which.

SECTION 4

Pay: what is estimated and what is published

> **What does an English teacher earn in Africa?** There is no single answer this report can source. No government publishes what a language centre pays. For Morocco, typical advertised language centre pay runs MAD 8,000 to 14,000 a month, about US$830 to US$1,450, and international schools MAD 15,000 to 30,000. For the other five countries, no pay figure with a stated method was found.

MAD 8,000 – 14,000
Language centre pay a month, Morocco
Estimate; about US$827 – US$1,448

MAD 15,000 – 30,000
International school pay a month, Morocco
Estimate

R169,707
Lowest point on South Africa's public school teacher scale, a year
From 1 April 2026

0
Government pay scales for language centre teachers found
Sources read 19 Nov 2026

What could be sourced

Country	Measure	Figure	Basis
Morocco	Private language centre, a month	MAD 8,000 to 14,000 (about US$827 to US$1,448)	Estimate
Morocco	International or bilingual school, a month	MAD 15,000 to 30,000 or more (about US$1,552 to US$3,103)	Estimate
Morocco	University, a month	MAD 10,000 to 20,000	Estimate
Morocco	What a single teacher lives on, a month	MAD 7,000 to 10,000	Estimate
South Africa	Public school teacher, lowest point of the 2026 scale	R169,707 a year, about R14,142 a month before deductions	Official
Egypt, Tunisia, Kenya, Ghana	Language centre or school pay	No figure with a stated method found	Not published

Morocco: typical advertised ranges on the Institute's Morocco guides, checked for this edition; not a survey. South Africa: the 2026 public service scale for educators, from 1 April 2026, as reported in the Institute's article on teacher salary in South Africa; it applies to South African-registered teachers in state schools. Conversions Derived at 30 September 2026 rates.

Programmes that publish pay

Programme	Who it is for	Published pay	Basis
JET Programme, Japan	Graduates of eligible countries, including South Africa	¥4,020,000 a year for a first appointment	Official
EPIK, South Korea	Graduates of eligible countries, including South Africa	Pay scale published by the programme; not read for this edition	Not published
Peace Corps, Fulbright and British Council posts in the six countries	Volunteers and assistants	Not read for this edition	Not published

JET pay and South African eligibility as read for The Atlas, Edition 3, October 2026. These are programmes African graduates can join abroad, not posts in Africa.

- **Egypt's ranges were seen and not used.** Course provider and recruiter sites give monthly ranges for Egyptian language and international schools. Those seen do not say how or when they were collected, and they disagree with each other by a wide margin.
- **A state teacher scale is not a TEFL wage.** South Africa's scale shows what a qualified local teacher earns in a public school. It is a useful comparison and not a figure for a language centre post.
- **Kenya's growth is in local hiring.** The 20,000 posts moving to permanent terms are for teachers registered with the Teachers Service Commission.

Why this report does not print a salary for each country. Ranges for individual countries are easy to find. Those seen for this edition give no method. This edition prints the Morocco range, labelled as an estimate, because the Institute publishes it and can stand behind it, and puts the legal floor next to it.

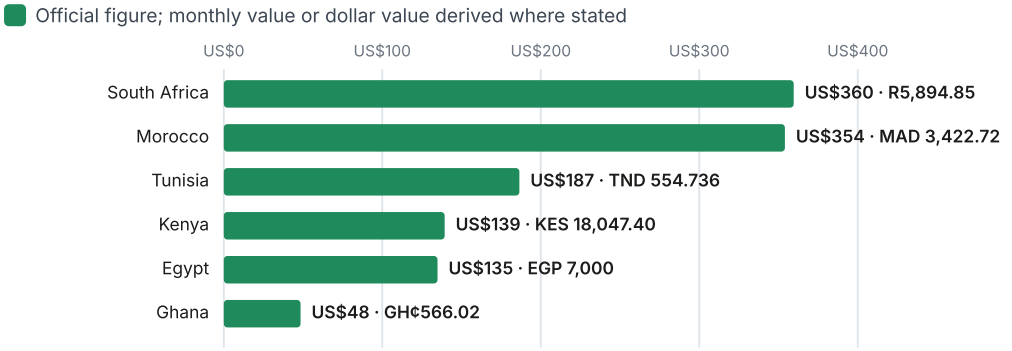
SECTION 4

The legal floor: six minimum wages

What is the least an employer can legally pay? Every country profiled sets a minimum wage. Egypt, Tunisia and Kenya set a monthly figure; Morocco and South Africa set an hourly rate and Ghana a daily rate, which this report converts to a month and says how. At one dated set of exchange rates, the floors run from about US$48 a month in Ghana to about US$360 in South Africa.

Monthly minimum wage in force, November 2026

US dollars at the US Treasury reporting rates of 30 September 2026, with the monthly figure in local currency.



Sources: secondary readings on 19 November 2026 of the instruments named in the table. Monthly figures for Morocco, South Africa and Ghana and all conversions derived.

Country	Rate as set	Monthly figure used	In force from	Set by	About, US$
Egypt (secondary reading)	EGP 7,000 a month, private sector	EGP 7,000	1 March 2025	National Council for Wages. Rises to EGP 8,500 on 1 January 2027. Public sector EGP 8,000 from July 2026	US$135
Morocco (secondary reading)	MAD 17.92 an hour (SMIG)	MAD 3,422.72, at 191 hours Derived	1 January 2026	Decree 2.25.983; the second 5% step agreed in April 2024	US$354
Tunisia (secondary reading)	TND 554.736 a month, 48-hour week (TND 470.251 for 40 hours)	TND 554.736	1 January 2026	Official Journal, 30 April 2026; rises fixed for 2027 and 2028	US$187
South Africa (secondary reading)	R30.23 an hour	R5,894.85, at 45 hours a week Derived	1 March 2026	Government Gazette, 3 February 2026; up 5% from R28.79	US$360
Kenya (secondary reading)	KES 18,047.40 a month, general labourer, main cities	KES 18,047.40	1 May 2026	Legal Notice 95 of 2026; up 12%. Excludes housing allowance; lower outside the cities	US$139
Ghana (secondary reading)	GH¢21.77 a day	GH¢566.02, at 26 days Derived	1 January 2026	National Tripartite Committee; up 9%. 2027 rate pending	US$48

Each rate is official. All were read on named secondary pages that cite the instrument, not in the official gazettes, and should be confirmed before being relied on. Other monthly bases are used elsewhere: South Africa's rate is also quoted as R5,239.87 on 173.33 hours, and Ghana's as GH¢587.79 on 27 days.

- **Check the basis before comparing.** An hourly or daily floor turns into a monthly one only on a stated number of hours or days. A 40-hour week in South Africa gives a lower monthly floor than the 45-hour figure used here.
- **Kenya's floor depends on place and job.** The figure here is for a general labourer in Nairobi, Mombasa, Kisumu, Nakuru and Eldoret.
- **Two floors are already scheduled to rise.** Egypt in January 2027 and Tunisia each January to 2028.

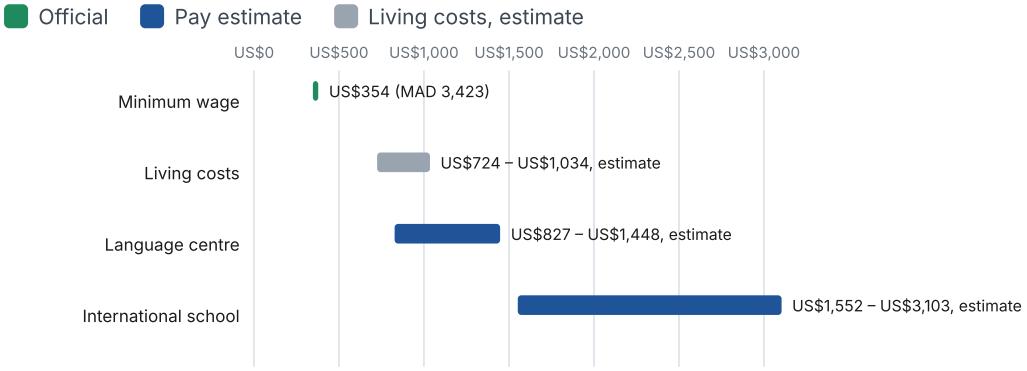
SECTION 4

Checking an offer against the floor

> **Is a language centre salary in Morocco a good wage?** Against the legal floor, yes: typical advertised pay of MAD 8,000 to 14,000 a month is 2.3 to 4.1 times the 2026 minimum wage. Against the cost of living it is tighter. The Institute's guides put a single teacher's costs at MAD 7,000 to 10,000, so the bottom of the range covers life and little else.

Morocco: four figures on one scale

US dollars a month. The only country in this edition where the floor, a pay estimate and a cost-of-living estimate can be set side by side.



Sources: minimum wage, Decree 2.25.983 (secondary reading; monthly figure derived); pay and living costs, the Institute's Morocco guides (estimates). Conversions at US Treasury reporting rates of 30 September 2026.

Comparison	Multiple of the floor Derived
Morocco: language centre, MAD 8,000	2.3×
Morocco: language centre, MAD 14,000	4.1×
Morocco: international school, MAD 15,000	4.4×
South Africa: lowest public school teacher point, R14,142 a month	2.4× (45-hour floor)
Egypt: the floor itself, January 2027 against November 2026	1.21×

How to run the check yourself

Step	What to do
1	Get the offer as a monthly figure in local currency, before tax, for a stated number of hours a week.
2	Find the minimum wage in force in the month you start. Egypt's changes on 1 January 2027; Tunisia's each January.
3	Put it on the same basis. Morocco's and South Africa's floors are hourly and Ghana's is daily: multiply by your actual hours or days.
4	Ask what is paid on top: housing, flights, social security. None of these was read for this edition.
5	Only then convert to dollars, at a rate with a date on it.

- **A multiple of the minimum wage is not a standard of living.** It says an offer is legal and by how much. Rent in Casablanca or Cairo is a separate question.
- **An offer below the floor for full-time hours needs a question in writing:** is this an employment contract, and for how many hours a week?

SECTION 4

Currency: every dollar figure has a date

> **Why do salary figures for Africa disagree so much?** Mostly because of the exchange rate used. Egypt's minimum wage has more than tripled in pounds since January 2022, while the pound has lost value against the dollar. A figure in local currency is the fact; a dollar figure is a conversion on a date. This report uses one official table for every currency.

Country	Currency	Units to US$1, 30 September 2026
Egypt	Egyptian pound (EGP)	51.89
Morocco	Moroccan dirham (MAD)	9.668
Tunisia	Tunisian dinar (TND)	2.974
South Africa	South African rand (ZAR)	16.393
Kenya	Kenyan shilling (KES)	129.53
Ghana	Ghanaian cedi (GHS)	11.69

Official US Department of the Treasury, Treasury Reporting Rates of Exchange as of 30 September 2026. These are quarterly reporting rates used by US government agencies, not market rates on the day, and will not match what a bank quotes.

Egypt: private-sector minimum wage

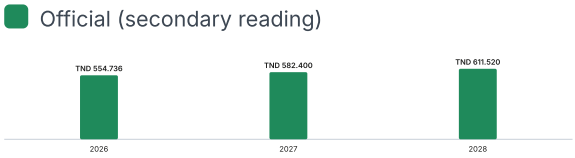
Pounds a month, on three dates.



Source: National Council for Wages decisions, as reported; secondary reading, 19 November 2026.

Tunisia: minimum wage set to 2028

Dinars a month, 48-hour week.



Source: Official Journal, 30 April 2026, as reported; secondary reading.

- **Egypt is the extreme case.** The private-sector floor goes from EGP 2,400 in January 2022 to EGP 8,500 in January 2027, a rise of 254% in pounds. A salary agreed in pounds without a review clause loses ground against that.
- **Tunisia is the predictable case.** Its floor is fixed for three years, rising about 5% a year.
- **Ask which currency the contract is in.** If an employer quotes dollars or euros, ask whether it pays them or the local equivalent, and at which rate.
- **Compare like with like.** The Morocco pay ranges and the November 2026 floors are converted at September rates. The multiples on page 10 are a guide, not a measurement.

What was not read. Market exchange rates for 19 November 2026 and inflation rates for any country.

SECTION 4

Six countries on one page

Everything read for each country, side by side. Colours and labels follow the rest of the report: a pay range is an estimate, a minimum wage or a state scale is official, an EF score is a survey result. An empty cell is a gap in what was read, not a zero.

Country	EF 2026 score and rank	EF band	Change on 2025	Monthly minimum wage	About, US$	Pay that could be sourced
Egypt	452 · 83	Low	-6	EGP 7,000	US$135	None found
Morocco	492 · 60	Low	0	MAD 3,422.72	US$354	MAD 8,000 – 14,000 (language centre)
Tunisia	490 · 61	Low	-8	TND 554.736	US$187	None found
South Africa	588 · 14	High	-14	R5,894.85	US$360	R169,707 a year (public school scale)
Kenya	582 · 20	High	-11	KES 18,047.40	US$139	None found
Ghana	535 · 35	Moderate	-5	GH¢566.02	US$48	None found

EF Survey · minimum wage Official (secondary readings; monthly basis derived for Morocco, South Africa and Ghana) · dollar values Derived at 30 September 2026 rates · Morocco pay Estimate.

Three ways to group them

Group	Countries	What they share
EF's high band	South Africa (588), Kenya (582)	English is an official language; both score above most of Europe and both fell in 2026
Just above the global average	Ghana (535), Morocco (492), Tunisia (490)	Ghana is moderate; Morocco and Tunisia are low band, a few points above 485
Below the global average	Egypt (452)	The only one of the six; writing is its weakest skill
Highest legal floor in dollars	South Africa, Morocco	A monthly minimum above US$350 at September 2026 rates
Floor already set to rise	Egypt (January 2027), Tunisia (2027 and 2028)	Check the rate for the month you start

What the page cannot show

- **Pay by country.** Four of the six have no pay figure in this edition.
- **Cost of living.** One estimate, for Morocco.
- **Hours.** The legal working week was read only where the floor is set by the hour, and not checked at source.
- **Tax and social security.** Not read for any country.
- **Cities.** Every figure here is national except Kenya's, which is for the main cities.

How to use this page. Pick the country, read across to the minimum wage in local currency, and put an offer next to it using the steps on page 10. Then turn to the country's profile in Section 6 for what was and was not found.

SECTION 5

Visas, documents and teachers going abroad

> **Do you need a work permit to teach English in Africa?** Plan on needing one for any job with a local employer. No work permit rule was read at an official source for any of the six countries for this edition, so this page does not set one out. What it can say is what to ask, and where the African passport opens doors elsewhere.

Working in the six countries

Country	What was read	Basis
Egypt	Not read at source. The Middle East edition records Egypt's licence and attestation rules as not read	Not published
Morocco	Foreign teachers work in private language centres, international schools, universities and business English, not the state school system. Permit rules not read at source	Institute guide
Tunisia	Not read	Not published
South Africa	Not read	Not published
Kenya	Not read	Not published
Ghana	Not read	Not published

Each country's immigration authority sets its own rules for employer sponsorship, documents and fees. None of those pages was read for this edition.

Five questions to ask before you travel

#	Question
1	Who applies for the work permit, and who pays for it?
2	Can I start work on the visa I enter on, or must the permit be issued first?
3	Which documents must be legalised or apostilled: degree, TEFL certificate, police check?
4	Is the contract an employment contract, with social security, or a freelance or volunteer agreement?
5	Is the salary in local currency, and when is it reviewed?

The other direction: African graduates teaching abroad

Programme	Eligible from the six	What it asks	Basis
JET, Japan	South Africa	A bachelor's degree; 183 South African participants as of 1 July 2026; ¥4,020,000 a year in the first year	Official
EPIK, South Korea	South Africa	A bachelor's degree; native-speaker country list includes South Africa	Official
Other national programmes	Kenya, Ghana	Eligibility not read for this edition	Not published

Read for the Institute's articles on jobs abroad for South Africans and The Atlas, Edition 3 (Embassy of Japan in South Africa, figures as of 1 July 2026).

- **A tourist entry is not a work permit.** Nothing read for this edition says paid work is allowed on one in any of the six countries.
- **The degree matters more abroad than at home.** JET and EPIK both ask for one. For language centres in Morocco, the Institute's guides list a 120-hour TEFL certificate as the standard entry requirement.

SECTION 6

Country profiles: Egypt and Morocco

The two North African markets with the most foreign teaching posts. Egypt has the lowest EF score of the six and the fastest-rising floor. Morocco has the only pay estimate in this edition and the clearest check of an offer.

Egypt

Lowest EF score of the six; the private-sector floor rises 21% in January 2027

EF EPI 2026 Survey
452 · rank 83 of 117 · -6 on 2025 · low band

Skills Survey
Reading 470, listening 438, writing 405, speaking 450

Minimum wage (secondary reading)
EGP 7,000 a month, about US$135, private sector

From 1 January 2027 (secondary reading)
EGP 8,500, about US$164 at September 2026 rates

Monthly pay
No figure with a stated method found

Work permit
Not read at source

Read it as. Egypt is the one country below EF's global average, two points above the very low band, and writing is its weakest skill. Its private-sector minimum wage was EGP 2,400 in January 2022 and will be EGP 8,500 in January 2027. Any offer in pounds should say when it is reviewed. The Middle East edition also carries a short profile of Egypt.

Check before you accept.

- The monthly figure in pounds and the hours it covers, against EGP 7,000 now and EGP 8,500 from January.
- Whether the salary is reviewed when the floor changes.
- Who arranges the work permit and the attestation of your documents.

Not found for this edition. Pay at language centres and international schools; work permit and document rules at source; hours and tax.

Read more from the Institute. Teach English in Egypt · Teaching English in the Middle East

Morocco

Same EF score as last year; the only country with a pay estimate and a cost-of-living estimate

EF EPI 2026 Survey
492 · rank 60 of 117 · unchanged on 2025 · low band

Minimum wage (secondary reading)
MAD 17.92 an hour; MAD 3,422.72 a month, about US$354 at 191 hours

Language centre pay Estimate
MAD 8,000 – 14,000 a month (US$827 – US$1,448)

International school Estimate
MAD 15,000 – 30,000 or more

Living costs Estimate
MAD 7,000 – 10,000 a month, single teacher

Work permit
Not read at source

Read it as. Morocco is where an offer can be tested most fully. Language centre pay is 2.3 to 4.1 times the minimum wage, and the bottom of the range is close to what a single teacher spends. Foreign teachers work in the private sector, not state schools, and Morocco is training its own English teachers ahead of 2030. Its rank rose from 68th to 60th on an unchanged score.

Check before you accept.

- The monthly figure in dirhams and the hours, against MAD 17.92 an hour.
- Whether housing or a flight is paid on top.
- Whether the school will sponsor the work permit.

Not found for this edition. Work permit rules at source; skill scores; hours and tax.

Read more from the Institute. Teach English in Morocco · English teaching jobs in Morocco · Morocco's English shift

SECTION 6

Country profiles: Tunisia and Kenya

> **Two very different markets.** Tunisia is a small North African market with a minimum wage fixed to 2028. Kenya scores in EF's high band and is hiring tens of thousands of its own teachers.

Tunisia

Low band, eight points down; the minimum wage is set three years ahead

EF EPI 2026 Survey
490 · rank 61 of 117 · -8 on 2025 · low band

Minimum wage (secondary reading)
TND 554.736 a month, about US$187, 48-hour week; TND 470.251 for 40 hours

2027 and 2028 (secondary reading)
TND 582.400, then TND 611.520 (48-hour week)

Monthly pay
No figure found

Work permit
Not read at source

Read it as. Tunisia sits five points above EF's global average, in the low band, after losing eight points in a year. Its floor is the most predictable of the six: the Official Journal of 30 April 2026 fixed it to 2028. Two floors are published, for 48-hour and 40-hour weeks, so the hours in an offer decide which one applies.

Check before you accept.

- Which weekly regime the contract follows, 40 or 48 hours.
- The monthly figure in dinars against the floor for that regime.
- Who arranges the work permit.

Not found for this edition. Pay; skill scores; work permit rules at source; hours and tax.

Kenya

High band; the teaching boom is in local hiring

EF EPI 2026 Survey
582 · rank 20 of 117 · -11 on 2025 · high band

Minimum wage (secondary reading)
KES 18,047.40 a month, about US$139; general labourer, main cities

Teacher hiring Official
KES 4.9 billion to move 20,000 contract teachers to permanent terms from January 2027

Monthly pay, foreign teachers
No figure found

Work permit
Not read at source

Read it as. Kenya scores 582, above most of Europe, and teaches through English. The demand this report found is for Kenyan-registered teachers: the Teachers Service Commission's move of 20,000 contract teachers to permanent terms, and a further 20,000 posts it was expected to advertise in November 2026.

Check before you accept.

- Whether an international school post comes with a work permit and who pays.
- The monthly figure in shillings, and whether housing is paid.

Not found for this edition. Pay for foreign teachers; skill scores; work permit rules at source; Kenyan eligibility for Asian programmes.

SECTION 6

Country profiles: South Africa and Ghana

Two English-speaking countries in the top half of EF's index. South Africa is the clearest case of an African country that sends teachers abroad. Ghana has the lowest floor in dollars of the six.

South Africa

Highest EF score in Africa; a source of teachers for Asia

EF EPI 2026 Survey
588 · rank 14 of 117 · -14 on 2025 · high band

Minimum wage (secondary reading)
R30.23 an hour; R5,894.85 a month, about US$360 at 45 hours a week

Public school scale Official
R169,707 a year at the lowest point, from 1 April 2026

JET participants Official
183, as of 1 July 2026

Work permit
Not read at source

Read it as. South Africa fell 14 points and dropped from EF's very high band to high, but still leads the continent. English is the home language of 8.7% of South Africans on the 2022 census. For TEFL, South Africa is mainly where teachers come from: South Africans are eligible for JET and EPIK and both programmes ask for a degree.

Check before you accept.

- For a post abroad: whether the programme lists South Africa as eligible.
- Which documents need an apostille, and how long that takes.
- For a post at home: the monthly figure against R30.23 an hour.

Not found for this edition. Language centre pay; work permit rules for foreign teachers; skill scores.

Read more from the Institute. Jobs abroad for South Africans · Teacher salary in South Africa · Which English is used in South Africa

Ghana

Moderate band; the lowest floor in dollars

EF EPI 2026 Survey
535 · rank 35 of 117 · -5 on 2025 · moderate band

Minimum wage (secondary reading)
GH¢21.77 a day; GH¢566.02 a month, about US$48 at 26 days

2027 (secondary reading)
Rate pending; talks under way

Monthly pay
No figure found

Work permit
Not read at source

Read it as. Ghana scores 535, in EF's moderate band, and English is its official language. Its minimum wage has risen every year in cedis, by 9% to GH¢21.77 a day in 2026, but at about US$48 a month it is the lowest of the six in dollars. A low floor says little about what an international school pays; it does mean a local-currency offer should be checked carefully.

Check before you accept.

- The monthly figure in cedis and the days it covers.
- Whether pay is in cedis or dollars, and at which rate.
- Who arranges the work permit.

Not found for this edition. Pay; skill scores; work permit rules at source; the 2027 minimum wage.

SECTION 7

Qualifications employers can verify

> **Which TEFL qualification can an employer in Africa check?** A regulated one. A qualification on the Ofqual Register of Regulated Qualifications carries a number that any employer, consulate or verification service can search. That matters in Morocco, where the Institute's guides list a 120-hour TEFL certificate as the standard entry requirement for language centres, and for South Africans applying to programmes abroad.

CANONICAL DATA BLOCK · REGULATED QUALIFICATION REFERENCES

Qualification	Number	Level	Guided learning	Total qualification time	Awarding organisation
Level 5 Diploma in TEFL	610/1571/4	RQF Level 5	180 hours	382 hours	Highfield Qualifications, RN5219
Level 5 Advanced Diploma in TEFL	610/1573/8	RQF Level 5	300 hours	542 hours	Highfield Qualifications, RN5219

Confirmed by hand against the Ofqual Register of Regulated Qualifications on 1 September 2026 for the global edition. The two diplomas are separate specifications and are not to be combined.

Where Level 5 sits

The Regulated Qualifications Framework (England) runs from Level 1 to Level 8.

Level 1	Level 2	Level 3	Level 4	**Level 5**	Level 6	Level 7	Level 8

A framework level describes the demand of a qualification; it is not a statement that any employer or country recognises it.

What the data in this report suggests a course should cover

- **Writing and listening, in Egypt.** They are Egypt's two weakest skills on EF's 2026 scores.
- **A wide range of levels.** The six countries span EF's high, moderate and low bands.
- **Teaching learners whose other languages are Arabic and French,** in North Africa, and learners who already use English daily, south of the Sahara.

What a TEFL qualification is not, in this region

- **It is not a work permit.** No work permit rule was read at source for this edition.
- **It is not a substitute for a degree** where a programme asks for one. JET and EPIK both do.
- **It is not a guarantee of pay.** No source read for this edition links pay to the level or hours of a qualification.

What is not claimed. This edition makes no claim that any African employer, ministry or consulate recognises or accepts a particular qualification. It states what can be verified: the register entry, the hours and the framework level.

SECTION 8

What to watch in 2027

> **What will change for teachers in Africa in 2027?** Mostly the floor. Egypt's private-sector minimum wage rises 21% on 1 January 2027, Tunisia's next scheduled step takes effect the same month, Ghana's 2027 rate is under negotiation, and Kenya moves 20,000 teachers to permanent terms. None is a forecast; each is a published decision, a schedule or an open question.

Date	What	Status	Who it affects
1 January 2027	Egypt: private-sector minimum wage to EGP 8,500	Approved by the National Council for Wages; reported 16 November 2026	Anyone paid in pounds by a private employer
1 January 2027	Tunisia: minimum wage to TND 582.400 (48-hour week)	Set in the Official Journal of 30 April 2026	Anyone paid in dinars
January 2027	Kenya: 20,000 contract teachers to permanent terms	KES 4.9 billion allocated	Kenyan-registered teachers
Early 2027	Ghana: national daily minimum wage for 2027	Pending; tripartite talks under way	Anyone paid in cedis
March 2027	South Africa: annual review of the national minimum wage	2026 rate took effect 1 March; 2027 not announced	Anyone paid in rand
During 2027	Morocco: minimum wage after the 2024 agreement's final step	No further step was found in the sources read	Anyone paid in dirhams
November 2027	Next EF English Proficiency Index	Expected; EF has published each November	Shows whether the continent's 2026 decline continues

Seven checks before you accept an offer in Africa

#	Check	Where in this report
1	What is the monthly figure in local currency, and for how many hours a week?	Section 4, checking an offer
2	How does it compare with the legal minimum wage for the month you start?	Section 4, the legal floor
3	Is the floor set by the hour or the day? Then multiply by your hours.	Section 4, the legal floor
4	Is the salary reviewed during the contract? Egypt's and Tunisia's floors rise in January.	Section 4, currency
5	If a dollar or euro figure is quoted, which rate and which date?	Section 4, currency
6	Who applies for the work permit, and on which visa do you start work?	Section 5
7	Can the employer verify your qualification on a public register?	Section 7

Four things this report expects to be asked and cannot answer

- **What does a teacher in Egypt, Tunisia, Kenya or Ghana earn?** No figure was found that could be sourced.
- **What does it cost to live there?** This edition has an estimate for Morocco only.
- **When do employers hire?** No dated source for hiring seasons was read for this edition.
- **Is it safe to go?** That is a question for your own government's travel advice, which changes and should be read on the day you decide.

Next edition. Gaps recorded for follow-up: pay for five countries; skill scores for five; work permit rules at source for all six; the legal working week, statutory extras and tax; market exchange rates on the day; Nigeria, Ethiopia and francophone Africa.

SECTION 9

Methodology

This edition was compiled by the Research Team at The TEFL Institute. It is the Africa edition of The State of TEFL 2027 and uses the same three-part basis as the global edition: official, market estimate, and survey or derived. Every figure is marked with one of them.

What was read for this edition, on 19 November 2026

Dataset	Read from	Primary or secondary
EF English Proficiency Index 2026: scores and ranks for six countries	EF 2026 report (ef.com), and press coverage of the launch (Hespress, 19 November 2026)	Primary, read from search extracts
EF English Proficiency Index 2025: scores and ranks for the same countries	Coverage of the 2025 report listing African scores	Secondary
Egypt's EF 2026 skill scores	EF country fact sheet, read for the Middle East edition the same day	Primary, read from search extracts
Minimum wages, six countries	Named payroll, employer-guide and news sites that cite the decree, gazette or council decision	Secondary
Egypt's minimum wage from January 2027	Middle East Observer, 16 November 2026	Secondary
Exchange rates, 30 September 2026	US Treasury Reporting Rates of Exchange, and a tabulation of it	Primary
Morocco pay and living cost ranges	The Institute's Morocco guides; typical advertised ranges	Estimate
South Africa's 2026 educator scale; JET participants; Kenya's teacher hiring	The Institute's articles and The Atlas, Edition 3, October 2026	Carried from the Institute's own reading

What was carried forward from the global edition

The Ofqual register references (confirmed by hand 1 September 2026) and Market.us market figures (checked 1 November 2026). Nothing else: the global edition's regional pay estimates were not used for Africa.

Derived figures

- Change in EF score from 2025 to 2026, and distance from the global average.
- Monthly minimum wages for Morocco (191 hours), South Africa (45 hours a week, 195 hours) and Ghana (26 days).
- US dollar conversions, at the US Treasury reporting rates of 30 September 2026.
- Multiples of the minimum wage: a pay estimate or scale point divided by the floor.
- Each is arithmetic on published or estimated figures, labelled as derived, and should be recomputed from the sources before being quoted as a statistic.

Limits

- **All six minimum wages are secondary readings.** They were read on named pages that cite the legal instrument, not in the official gazettes. One older source gave a lower figure for Morocco; it predates the January 2026 step and was not used.
- **One country has a pay estimate; five have none.** The gaps are stated, not filled.
- **Skill scores were read for Egypt only.**
- **The exchange rates are quarterly reporting rates,** seven weeks old on the day of reading.
- **EF scores are a self-selected sample.** They describe adults who took an EF test.
- **No work permit rule was read at source.**
- **No original survey.** No figure comes from a survey by the Institute or from the Institute's own customer data.
- **Not legal, tax or immigration advice.** Rules change and this report records what was read on a stated date.

Corrections. Later corrections will be recorded on the Institute's editorial standards page, and the web version of this report is the version of record.

SECTION 10

Sources, citation and disclosure

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6. Tunisia, Official Journal, 30 April 2026: SMIG for 2026, 2027 and 2028 (secondary reading: nnroad.com).
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11. Embassy of Japan in South Africa, JET Programme participants, as of 1 July 2026 (read for The Atlas, Edition 3).
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13. South Africa, public service salary scale for educators, from 1 April 2026 (read for the Institute's article on teacher salary in South Africa).
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18. The TEFL Institute, The State of TEFL 2027, global edition, published 12 November 2026.

How to cite this report. The TEFL Institute, The State of TEFL 2027: Africa, published November 2026, teflinstitute.com/teaching-english-in-africa. New datasets read 19 November 2026; qualification references confirmed 1 September 2026; pay ranges labelled as estimates.

Related guides from the Institute

This report is a data report on proficiency, minimum wages and pay. For country guides, see Teach English in Morocco, Teach English in Egypt and Jobs abroad for South Africans. For schools and recruiters, see The Atlas, Edition 3: Africa.

About The TEFL Institute

The TEFL Institute (teflinstitute.com) is a TEFL course provider. Its Level 5 Diploma in TEFL and Level 5 Advanced Diploma in TEFL are regulated qualifications awarded by Highfield Qualifications and listed on the Ofqual Register of Regulated Qualifications. The Institute publishes The Hire Wire, a fortnightly report on TEFL hiring, and The State of TEFL, its annual market report, of which this is the Africa edition.

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