THE TEFL INSTITUTE · IAN O'SULLIVAN AND THE RESEARCH TEAM

The State of TEFL 2027

Asia

Asia edition · Published November 2026

Teaching English in Asia in 30 pages and 16 charts: how well the region speaks English, who pays for lessons, which governments publish what they pay teachers, the legal wage floor in eleven economies, who can get the visa and when to apply. Twelve country profiles. Every figure dated and sourced.

42%
of the global English teaching market is in Asia-Pacific

4
government programmes in Asia publish a pay scale

¥4.02m
JET first-year pay, about US$2,120 a month

12
country profiles, from Japan to the Philippines

Published by The TEFL Institute · teflinstitute.com
New datasets read 19 November 2026 · JET and EPIK figures verified 17 October 2026
Qualification references confirmed against the Ofqual register 1 September 2026
How to cite this report is on the last page.

CONTENTS

What is in this report

#	Section	Page
1	Executive summary	3
A	At a glance, and ten findings to quote	4
2	Asia in the global market	5
3	Demand: who is learning English in Asia, and who pays	6
4	Pay: official scales, legal floors and market estimates	11
5	Twelve country profiles	18
6	Right to work	24
7	The hiring calendar	25
8	Qualifications employers can verify	26
9	Online teaching and AI	27
10	What to watch in 2027	28
11	Methodology	29
12	Sources, citation and disclosure	30

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
Published by a government, regulator, statistical office or the programme itself, and dated. Green.

Market estimate
Compiled from job listings and guides in March 2026 for the global edition; not re-verified. Blue.

Survey or derived
A survey or test-taker index, or arithmetic on a published figure, and labelled as such. Amber.

Dates that matter

What	When it was checked
JET and EPIK pay and application windows	17 October 2026, on each programme's own page (global edition)
Taiwan Foreign English Teacher Program pay and requirements	19 November 2026, Ministry of Education and programme pages
Hong Kong NET Scheme allowance and application date	19 November 2026, Education Bureau pages; salary range from a March 2024 Bureau advertisement
Minimum wages in eleven Asian economies	19 November 2026; official releases for four, a named secondary tabulation for the rest
EF English Proficiency Index 2025, Asian scores and ranks	19 November 2026; secondary reports of the EF release of 19 November 2025
South Korea private education spending, 2025	19 November 2026; press reports of the official survey released 12 March 2026
Vietnam, Taiwan and JET headcount figures	20 September 2026, for the Institute's Atlas briefing; JET FY2025 total 12 November 2026
Qualification references (Ofqual register)	1 September 2026, by hand (global edition)
Market pay, cost-of-living, visa and season estimates	Compiled March 2026; labelled wherever they appear

How this edition relates to the global report. This is the Asia edition of The State of TEFL 2027. It carries forward the Asian figures from the global edition and adds seven datasets read for Asia on 19 November 2026. It also adds two programmes with published pay that the global edition did not count: Taiwan's and Hong Kong's. Where a figure could not be sourced it is left out and the gap is stated. US dollar conversions use euro reference rates of 9 October 2026 (European Central Bank rates as published by the Bank of Lithuania).

SECTION 1

Executive summary

> **In one paragraph.** Asia is the largest English-teaching market in the world and the one where a government is most likely to publish what it pays. Asia-Pacific held 42% of the US$89.5 billion global market in 2024, on Market.us figures, and China alone was US$35.6 billion. Four public programmes publish a pay scale: Japan's JET (¥4.02 million in year one), South Korea's EPIK (2.2 to 2.8 million won a month, with an apartment), Taiwan's Foreign English Teacher Program (NT$69,880 to NT$91,470 a month for a bachelor's degree) and Hong Kong's NET Scheme. Measured English is lower than in Europe: no Asian economy ranked reaches the EF index's top band, and Japan, Thailand and Cambodia sit in the lowest. A bachelor's degree is the gate to the work visa in most of the region.

This edition is written for a teacher choosing between Asian countries: a graduate who can meet the visa rules of Japan, Korea, Taiwan or China, and a non-graduate for whom the realistic options are fewer and are named in Section 6.

If you	Your main question	Start at
Hold a degree and want a published salary	Which government programme, on what pay, with what housing	Section 4, pages 11 to 15
Hold a degree and want a private school job	What the market pays against the legal floor and living costs	Section 4, pages 13 and 16
Do not hold a degree	Where the visa does not require one	Section 6 and the Cambodia profile
Are a licensed teacher	Which programmes ask for a teaching licence and pay for it	Taiwan and Hong Kong, Section 4

What is new in the Asia edition

- **Official pay for four programmes, not two.** Taiwan's Ministry of Education and Hong Kong's Education Bureau both publish pay; neither was counted in the global edition.
- **A legal wage floor for eleven economies**, with each programme's pay set against it. EPIK's lowest hiring rate is 2% above South Korea's 2026 monthly minimum wage, and below the 2027 one.
- **EF English Proficiency Index 2025 scores for ten Asian economies**, with the gap between capital cities and national scores.
- **Demand measured in money:** South Korean families spent 27.5 trillion won on private tuition in 2025, and English was the most expensive subject.
- **Demand written into policy:** Vietnam's plan to teach English from grade 1 by 2030, and Taiwan's 980 foreign teaching posts for 2026.
- **Twelve country profiles**, each with what to check before accepting an offer and what this edition could not find.

Five numbers to carry

Figure	Value	Source and date
Asia-Pacific share of the global ELT market	42%, US$37.4 billion (2024)	Market.us, 26 August 2025
Highest official first-year pay for a new graduate	JET: ¥4.02 million a year, about US$2,120 a month	CLAIR, via JET Program USA, verified 17 October 2026
Highest EF score in Asia	Malaysia, 581, rank 24 of 123	EF English Proficiency Index 2025
South Korea's legal minimum for a full-time month	2,156,880 won in 2026; 2,236,300 won from 1 January 2027	Minimum Wage Commission; second figure derived
New English teachers Vietnam needs by 2030	More than 22,000 for preschool and primary	Viet Nam Government Portal, 31 October 2025

What this edition does not do. It does not rank countries, forecast pay or recommend a destination. It does not give a private-school salary for Japan, South Korea, Hong Kong, Indonesia, Malaysia, Singapore or the Philippines, because none could be sourced. Five of the twelve profiles are thin for that reason, and say so.

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.

42%
Asia-Pacific share of the global ELT market, 2024
Market.us, 26 Aug 2025

US$35.6bn
China's English language training market, 2024
Market.us, 26 Aug 2025

581
Malaysia's EF score, highest in Asia, rank 24 of 123
EF EPI 2025

446
Japan's EF score, rank 96 of 123, lowest band
EF EPI 2025

¥4.02m
JET first-year pay, about US$2,120 a month
CLAIR, verified 17 Oct 2026

2.2 – 2.8m won
EPIK monthly pay on the main scale, with an apartment
EPIK, page dated 4 May 2026

NT$69,880
TFETP monthly pay floor, bachelor's degree, about US$2,160
Taiwan Ministry of Education

HK$20,989
Monthly special allowance, Hong Kong NET Scheme
Education Bureau

27.5tn won
South Korean private tuition spending, 2025
Official survey, 12 Mar 2026

281,000 won
Monthly English tuition per participating Korean student
Official survey, 12 Mar 2026

22,000+
New preschool and primary English teachers Vietnam needs by 2030
Viet Nam Government Portal

5,933
JET participants in FY2025, from 54 countries
Japan MIC (Soumu)

Ten findings in citable form

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

1. Asia-Pacific held 42% of the global English language training market in 2024, US$37.4 billion of US$89.5 billion, and China alone was US$35.6 billion (Market.us, 26 August 2025).
2. Four public programmes in Asia publish what they pay foreign English teachers: JET in Japan, EPIK in South Korea, the Taiwan Foreign English Teacher Program and Hong Kong's NET Scheme (programme and ministry pages, read October and November 2026).
3. JET pays ¥4.02 million in the first year, about US$2,120 a month, and EPIK pays 2.2 to 2.8 million won a month with a furnished apartment (verified 17 October 2026).
4. Taiwan pays foreign English teachers with a bachelor's degree NT$69,880 to NT$91,470 a month and expected to recruit 980 teachers and assistants in 2026 (Taiwan Ministry of Education).
5. Malaysia has the highest English proficiency of the Asian economies ranked, with an EF score of 581 and rank 24 of 123; Japan ranks 96th with 446 and Cambodia last with 390 (EF EPI 2025).
6. South Korean families spent 27.5 trillion won on private tuition in 2025, and English was the most expensive subject at 281,000 won a month per participating student (Ministry of Education and Ministry of Data and Statistics, 12 March 2026).
7. EPIK's lowest hiring rate of 2.2 million won a month is 2% above South Korea's 2026 minimum wage for a 209-hour month (2,156,880 won) and below the 2027 figure of 2,236,300 won (derived from Minimum Wage Commission rates).
8. Vietnam needs more than 22,000 new English teachers for preschool and primary schools to make English compulsory from grade 1 by 2030 (Viet Nam Government Portal, 31 October 2025).
9. The JET Programme took in 5,933 participants from 54 countries in FY2025, and 80,679 people have taken part since 1987 (Japan Ministry of Internal Affairs and Communications).
10. Capital cities score far above their countries in the EF index: Phnom Penh is 82 points above Cambodia and Bangkok 65 points above Thailand (EF EPI 2025, secondary tabulation).

How the twelve were chosen. One figure for each main question in the report: how big the market is, how well the region speaks English, what the four programmes pay, what families spend and how many teachers governments say they need. Nine are official figures, two come from a test-taker index and one programme figure is converted to dollars by this report. Findings 7 and 10 are derived and should be recomputed before being quoted as statistics.

SECTION 2

Asia in the global market

How big is the Asian market? It is the one region with a published share. Market.us values the global English language training market at US$89.5 billion in 2024 and gives Asia-Pacific 42% of it, US$37.4 billion. China alone is US$35.6 billion, forecast to reach US$62.56 billion by 2034 at 5.8% a year, slower than the 7.3% forecast for the whole market.

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

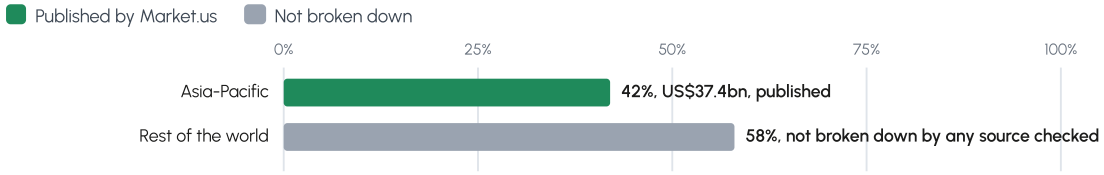
42%
Asia-Pacific share, US$37.4bn
Market.us

US$35.6bn
China, 2024; US$62.56bn forecast for 2034
Market.us

5.8%
China's forecast annual growth, against 7.3% worldwide
Market.us

Asia-Pacific in the global market

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



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

Two figures that do not add up, and why they are both printed

Market.us gives Asia-Pacific US$37.4 billion and China US$35.6 billion for the same year. Taken together they would leave US$1.8 billion for Japan, South Korea, Vietnam and every other economy in the region, which the South Korean spending on page 8 alone contradicts. The two figures come from the same publisher but from separate report pages, and may use different definitions. This report prints both as published and does not subtract one from the other.

How Asia differs from the other regions

	East Asia	Southeast Asia	Europe	Gulf
Typical work	Government programmes and private academies	Private language centres and schools	Academies, adult classes, assistant schemes	International schools and salaried posts
Published pay	JET, EPIK, Taiwan and Hong Kong publish scales	None found	Assistant stipends only	None published
Right to work	Work visa; degree required	Work permit; degree usual, enforcement varies	None needed for EU citizens in the EU	Work visa; degree required
Housing	Provided on EPIK; allowance in Hong Kong and Taiwan; own cost on JET	Not usually provided	Not usually provided	Usually provided
Measured English	Moderate to very low on the EF index	High in Malaysia and the Philippines; very low in Thailand and Cambodia	High to very high	Lower

What this means for a teacher. Asia is where the volume is and where the pay is most often written down. The price is paperwork: a degree, a criminal record check and legalised documents come before the visa in the main markets, and the programmes with the best published pay ask for more than a TEFL certificate.

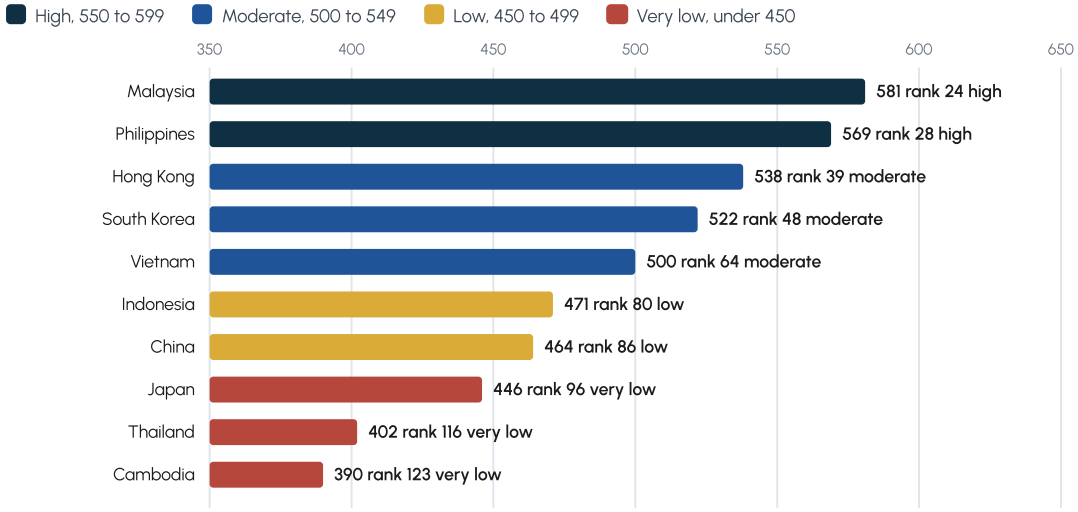
SECTION 3

Demand: how well Asia speaks English

Which Asian countries score highest? In the EF English Proficiency Index 2025, published on 19 November 2025 from 2.2 million test takers in 123 countries and regions, Malaysia (581) and the Philippines (569) are the only Asian economies profiled here in the high band. Hong Kong, South Korea and Vietnam are moderate, Indonesia and China low, and Japan, Thailand and Cambodia very low. Cambodia ranks last of 123.

EF English Proficiency Index 2025: ten Asian economies profiled in this report

EF score, with world rank among 123 countries and regions. Singapore is no longer ranked; Taiwan was not found in the tabulations read.



Source: EF Education First, EF English Proficiency Index 2025; scores and ranks as reported by Jakarta Globe (19 November 2025), Seasia (22 November 2025), Human Resources Online and Nippon.com. Bars start at 350.

0
Asian economies ranked in EF's very high band (600 or more)
EF EPI 2025

191
Points between Malaysia (581) and Cambodia (390)
Derived from EF EPI 2025

96th
Japan's rank of 123; 17th of 25 Asian entries
EF EPI 2025, via Nippon.com

11 points
Hong Kong's fall on the previous edition, to 538
Human Resources Online

Three readings for a teacher

- **Large markets have low scores.** Japan, China and Thailand sit in the low and very low bands. China is the largest national market by value and Japan runs the region's largest government programme. Lower measured proficiency is consistent with more demand for teaching, but the index does not measure demand, and the link is an inference, not a finding of the EF report.
- **The level you will teach differs by country.** Malaysia and the Philippines score in the high band, and no programme recruiting foreign English teachers was found in either. In Japan, Thailand and Cambodia the scores point to beginner and elementary classes.
- **Singapore has left the index.** It ranked third in the world in 2024 and was removed in 2025 after EF reclassified it as a native English-speaking country (press report, 21 November 2025). It is profiled in Section 5 for a different reason: its work pass rules.

EF band	Score	Economies profiled in this report
Very high	600 or more	None
High	550 to 599	Malaysia, Philippines
Moderate	500 to 549	Hong Kong, South Korea, Vietnam
Low	450 to 499	Indonesia, China
Very low	Under 450	Japan, Thailand, Cambodia

How to read an index like this. It ranks people who chose to take EF's online test, not populations. Neighbouring scores are not meaningfully different, and a score is not a pay forecast. Hong Kong's skill scores show the usual pattern: reading 550, speaking 494, a gap of 56 points (derived from scores reported by Human Resources Online).

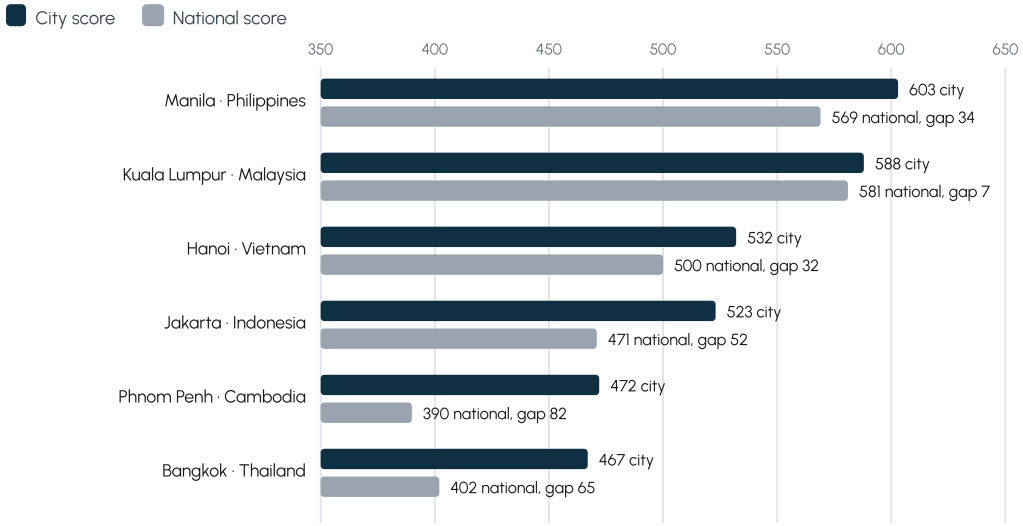
SECTION 3

Demand: the city is not the country

Does a national score describe the classroom you will work in? Not in Southeast Asia. Every capital city ranked scores above its country in the EF index, and the gap is widest where the national score is lowest: Phnom Penh is 82 points above Cambodia, Bangkok 65 above Thailand and Jakarta 52 above Indonesia.

Capital city against country, EF English Proficiency Index 2025

EF score. Navy: the city. Grey: the national score.



Source: EF EPI 2025 city and national scores as tabulated by Grab (secondary). Gaps derived by this report. Bars start at 350.

City	City score	National score	Gap	EF band of the city
Manila	603	569	+34	Very high
Kuala Lumpur	588	581	+7	High
Hanoi	532	500	+32	Moderate
Jakarta	523	471	+52	Moderate
Phnom Penh	472	390	+82	Low
Bangkok	467	402	+65	Low

What follows for a teacher

- **Expect a higher level in the capital than the national score suggests.** A language centre in Hanoi or Jakarta is teaching learners in EF's moderate band, in countries whose national scores are moderate and low.
- **Expect a lower level outside it.** Government programmes place teachers across a country, not only in its capital, and a national score that sits far below the capital's is being set by everywhere else.
- **The widest gaps mark the widest inequality in access.** An 82-point gap between Phnom Penh and Cambodia means English is concentrated where the private schools are. That is an inference from the scores, not a finding of the EF report.

East Asia: the same pattern, less data

City scores for Japan, South Korea, China and Taiwan were not in the sources read for this edition. Hong Kong's districts are published: Kowloon 551, Hong Kong Island 531 and the New Territories 523, a 28-point spread inside one city (Human Resources Online, from the EF report).

Limits. City scores come from fewer test takers than national scores and move more from year to year. The tabulation is secondary and the city list is the one it published; Pattaya (474) is omitted here because it is not a capital. No city score is a measure of the schools in that city.

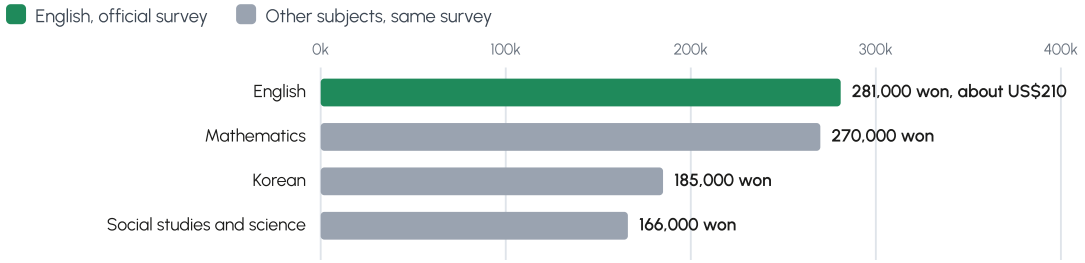
SECTION 3

Demand measured in money: South Korea

How much do Asian families spend on English? Only South Korea publishes it every year. In 2025 Korean families spent 27.5 trillion won, about US$20.5 billion, on private tuition for school pupils. Three in four pupils took part (75.7%), and those who did cost their families a record 604,000 won a month. English was the most expensive subject, at 281,000 won a month per participating student.

Monthly private tuition spending per participating student, by subject, 2025

Thousand won a month. South Korea, primary, middle and high school pupils who took private tuition.



Source: Ministry of Education and Ministry of Data and Statistics, 2025 private education expenditures survey, released 12 March 2026, as reported by The Asia Business Daily and Korea JoongAng Daily (secondary).

27.5tn won
Total private tuition spending, 2025; down 5.7%
Official survey, 12 Mar 2026

75.7%
Pupils taking private tuition; down 4.3 points
Official survey

604,000 won
A month per participating pupil; a record
Official survey

74,000
Pupils surveyed, at about 3,000 schools
Official survey

CANONICAL DATA BLOCK · SOUTH KOREA PRIVATE EDUCATION, 2025

Measure	2025	2024
Total spending on private tuition, school pupils	27.5 trillion won	29.2 trillion won, the record
Participation rate	75.7%	80.0%
Monthly spending per participating pupil	604,000 won	592,000 won
Monthly spending per pupil, all pupils	458,000 won	474,000 won
Monthly English spending per participating pupil	281,000 won	264,000 won

Three readings for a teacher

- **This is the money behind the hagwon.** Private academies hire foreign teachers outside EPIK and publish nothing on pay. English takes the largest subject share of the largest per-pupil tuition bill this report found.
- **The total fell, the price rose.** Fewer pupils took part in 2025 and the total dropped for the first time in five years, but each participating family paid more. A falling school-age population and a rising price per pupil point the same way: fewer, better-paid classes, not more of them. That is an inference from the survey, not its finding.
- **No other Asian government publishes an equivalent.** No comparable annual survey was found for Japan, China, Taiwan or Vietnam, so no regional total is given.

What this number does not say. It counts what families pay, not what teachers earn, and it covers every provider of English tuition, most of them Korean teachers. The dollar figure is this report's conversion at rates of 9 October 2026.

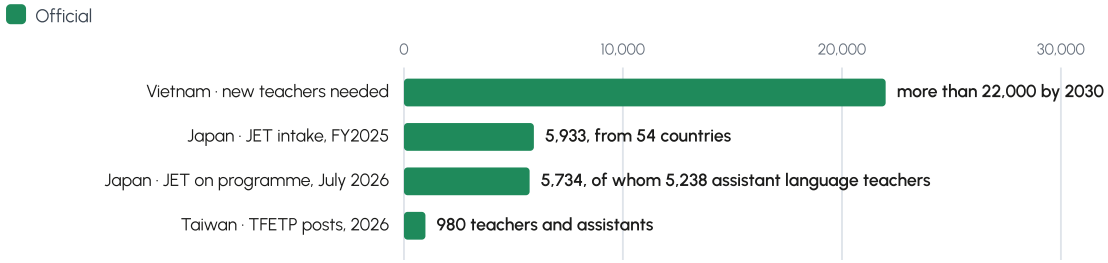
SECTION 3

Demand written into policy: Vietnam, Taiwan and Japan

Where is demand set by government? In three places with a number attached. Vietnam plans to make English compulsory from grade 1 nationwide by 2030 and needs more than 22,000 new preschool and primary English teachers to do it. Taiwan expected to recruit 980 foreign English teachers and teaching assistants for its public schools in 2026. Japan's JET Programme took in 5,933 participants in FY2025.

Three government headcounts

People. Vietnam is a requirement to 2030; Taiwan a one-year recruitment target; Japan one year's intake.



Sources: Viet Nam Government Portal, 31 October 2025; Japan Ministry of Internal Affairs and Communications, FY2025; JET Programme site, July 2026; Taiwan Ministry of Education, 23 February 2026. The three bars measure different things and are not a ranking.

80,679
People who have taken part in JET since FY1987
Japan MIC (Soumu), through FY2025

91%
Of JET participants in post are assistant language teachers
Derived: 5,238 of 5,734

Grade 1
Where Vietnam plans compulsory English to start by 2030; grade 3 today
Viet Nam Government Portal

200,000
Teachers Vietnam plans to train to teach in English
Viet Nam Government Portal

CANONICAL DATA BLOCK · POLICY AND HEADCOUNT

Country	What is published	Figure	Source and date
Vietnam	Scheme to make English the second language in schools, 2025 to 2035, vision to 2045	English compulsory from grade 1 by 2030; 22,000+ new preschool and primary teachers; 200,000 teachers trained to teach in English	Viet Nam Government Portal, 31 October 2025
Taiwan	Taiwan Foreign English Teacher Program recruitment for 2026	980 foreign English teachers and full-time teaching assistants; rolling review until filled	Ministry of Education, 23 February 2026
Japan	JET Programme intake, FY2025	5,933 participants from 54 countries; 80,679 since FY1987	Ministry of Internal Affairs and Communications
Japan	JET Programme, participants in post	5,734 from 53 countries: 5,238 assistant language teachers, 481 coordinators, 15 sports advisors	JET Programme site, July 2026

What each number means for an applicant

- **Vietnam's is a shortage with a deadline.** English is compulsory from grade 3 today. Moving it to grade 1 by 2030 needs teachers the domestic pipeline does not yet have. The plan does not say how many will be foreign, and no foreign recruitment programme was found.
- **Taiwan's is the only target for foreign teachers.** The 980 posts are for foreign nationals, in public schools, on a published scale (Section 4). Applications are reviewed as they arrive.
- **Japan's is the largest.** JET has run since 1987. About nine in ten of those in post are assistant language teachers (derived: 5,238 of 5,734).

What is missing. EPIK's headcount was not found on its own pages. China, Thailand, Indonesia and Cambodia published no comparable figure in the sources read. Hong Kong's NET Scheme places teachers in public primary and secondary schools, but the number of posts was not read for this edition.

SECTION 3

Demand: China, the largest market and the rule that reshaped it

Is China still the biggest market for English teaching? By value, yes. Market.us puts China's English language training market at US$35.6 billion in 2024. But since the 2021 "double reduction" policy, for-profit tutoring of school-age children in curriculum subjects, English included, has been restricted, and teachers based overseas can no longer be hired to tutor those children online. The work that remains is in schools, kindergartens, universities and adult training.

US$35.6bn
China's ELT market, 2024
Market.us, 26 Aug 2025

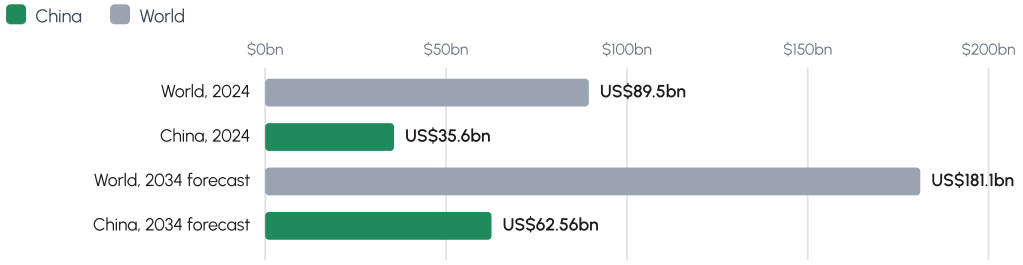
US$62.56bn
Forecast for 2034
Market.us

5.8%
Forecast annual growth; the world is 7.3%
Market.us

464
China's EF score, rank 86 of 123, low band
EF EPI 2025

China's market against the world's, 2024 and 2034

US$ billion, as published by Market.us



Source: Market.us, English Language Training (ELT) Market, 26 August 2025; checked 1 November 2026 for the global edition. China's share of the world figure is not calculated here: see the note on page 5.

What changed in 2021, and what it means now

Before	Since the double reduction policy (July 2021)	What it means for a foreign teacher
Large online platforms hired teachers abroad to tutor Chinese children	Hiring overseas-based foreign teachers for that tutoring is not permitted	The "teach Chinese children from home" job has largely gone; online work for China is with adults
After-school English centres for children were the main employer	For-profit curriculum tutoring of school-age children is restricted	Jobs moved to kindergartens, private and international schools, universities and adult centres
Entry requirements varied by employer	A work permit and Z visa, with a degree	See Section 6; the global edition lists a degree, a TEFL certificate and two years' experience or a master's

Policy summary from the Institute's published guide to teaching Chinese students online (reviewed August 2026) and the global edition; the policy text itself was not re-read for this edition and the summary is not legal advice.

Reading the forecast

- **China grows more slowly than the market.** On Market.us's forecast, China adds US$27 billion in ten years while the world adds US$91.6 billion (derived). Most of the growth in the forecast is outside China.
- **Value is not vacancies.** A market measured in tuition revenue says nothing about how many posts are open to foreign teachers, and no official count of foreign teachers in China was found.
- **The pay estimate is the widest in East Asia.** US$1,200 to US$2,600 a month in the March 2026 compilation (Section 4), reflecting very different employers.

What this page does not claim. It does not say the market for foreign teachers in China has shrunk or grown since 2021: no figure was found either way. It says the kind of work changed, and that the visa rules are the ones to check first.

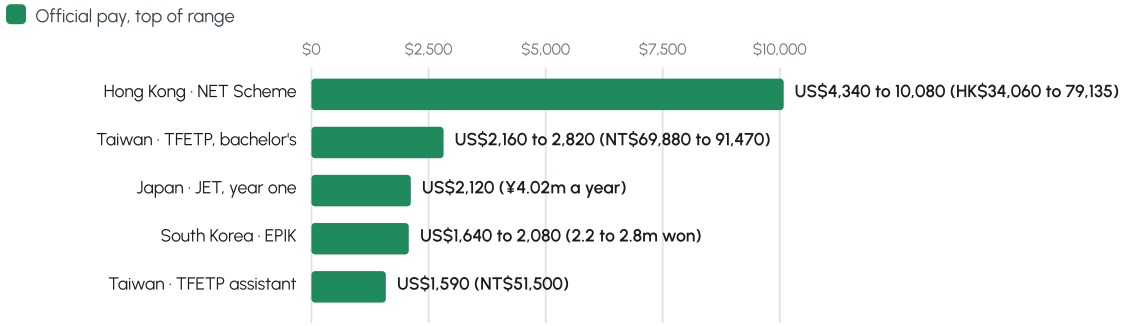
SECTION 4

Pay that is published: four government programmes

Which programmes in Asia publish what they pay? Four. Japan's JET pays ¥4.02 million in year one, about US$2,120 a month. South Korea's EPIK pays 2.2 to 2.8 million won a month, about US$1,640 to US$2,080, with a furnished apartment. Taiwan's Foreign English Teacher Program pays NT$69,880 to NT$91,470 a month to a teacher with a bachelor's degree, about US$2,160 to US$2,820. Hong Kong's NET Scheme pays qualified teachers on the civil service pay scale.

Official monthly pay by programme, in US dollars

Local-currency pay as published, converted at rates of 9 October 2026. Housing and allowances are not included: see page 15.



Sources: CLAIR via JET Program USA and EPIK salary page dated 4 May 2026 (verified 17 October 2026); Taiwan Ministry of Education; Hong Kong Education Bureau advertisement of 8 March 2024. Bars show the top of each range. Conversions derived.

They are four different jobs

Programme	Who it hires	Pay, local currency	Housing	Read it as
JET, Japan	Graduates; no teaching licence asked in the sources read	¥4.02m a year in year one, rising to ¥4.32m by the fourth	Own cost	The highest published cash pay for a new graduate; rent is yours
EPIK, South Korea	Graduates, on a level-based scale	2.2 to 2.8m won a month at the levels hiring	Furnished apartment provided	Lower headline than JET; rent-free
TFETP, Taiwan	Graduates with a valid government teaching licence; assistants on a separate rate	NT$69,880 to 91,470 a month (bachelor's); NT$51,500 for assistants	Rent subsidy; airfare	A licensed teacher's post, paid on qualifications and experience
NET Scheme, Hong Kong	Qualified teachers meeting the scheme's requirements	HK$34,060 to 79,135 a month as advertised in March 2024	Special allowance of HK$20,989 a month if recruited from outside Hong Kong	A career teaching post on the civil service scale, not an entry-level job

Two corrections to the global edition's count

The global edition of this report said that only four government programmes worldwide publish a pay scale: JET, EPIK, TAPIF in France and NALCAP in Spain. Taiwan's and Hong Kong's programmes also publish theirs. They were not checked for the global edition, and both are for teachers with more than a TEFL certificate, which is why they are less often listed beside JET and EPIK. The count for Asia is four; the worldwide count is at least six.

A caution on Hong Kong. The salary range is the Education Bureau's own figure from a recruitment advertisement dated 8 March 2024. Civil service pay points are revised, and the 2026/27 scale was not read for this edition. The special allowance of HK$20,989 was read on the Bureau's pages on 19 November 2026.

SECTION 4

The four programmes: data block and application windows

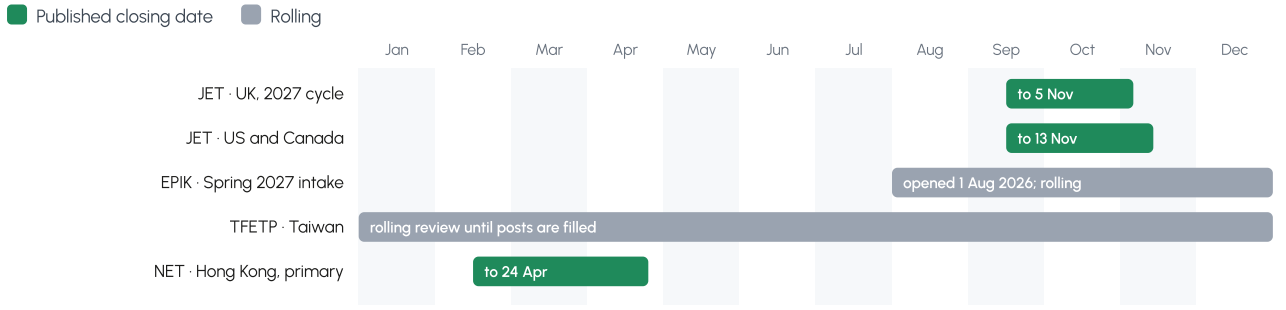
CANONICAL DATA BLOCK · OFFICIAL PROGRAMME PAY IN ASIA

Programme	Official pay, local	About, US$ a month	Term and extras	Application status	Source and date
Japan · JET Official	¥4.02m a year in year one; ¥4.14m, ¥4.26m, then ¥4.32m in years four and five	2,120 (year one)	One-year appointments, renewable to five; own housing	2027 cycle: UK closed 5 Nov 2026; US and Canada 13 Nov 2026	CLAIR via JET Program USA; embassies; verified 17 Oct 2026
South Korea · EPIK Official	2.2 to 2.8m won a month on the main scale at levels hiring	1,640 to 2,080	One-year; furnished apartment; 300,000 won settlement; 1.3m won completion bonus; airfare	Spring 2027 intake opened 1 Aug 2026; processed in order received	EPIK salary page dated 4 May 2026; verified 17 Oct 2026
Taiwan · TFETP teacher Official	Bachelor's NT$69,880 to 91,470; master's NT$77,960 to 101,750	2,160 to 2,820; 2,410 to 3,140	School-year contract; airfare; rent subsidy; insurance	980 posts expected in 2026; rolling review	Taiwan Ministry of Education documents, read 19 Nov 2026
Taiwan · TFETP assistant Official	NT$51,500 a month	1,590	As above; course fee reimbursement	As above	As above
Hong Kong · NET Scheme Official	HK$34,060 to 79,135 (secondary), as advertised March 2024	4,340 to 10,080	Contract period set in the Bureau's memorandum; HK$20,989 special allowance; passage; gratuity	Primary posts for 2026/27: applications closed 24 Apr 2026	Education Bureau, read 19 Nov 2026

US dollar conversions use euro reference rates of 9 October 2026 (European Central Bank rates as published by the Bank of Lithuania). The global edition quoted EPIK at US$1,650 to US$2,100 using rates of 16 October 2026; the local-currency figure is the one the programme publishes. Taiwan's programme portal still showed NT$67,840 to NT$88,800 for a bachelor's degree, effective 1 August 2024, on the day it was read; the higher scale is in Ministry documents and a Taipei school notice of October 2025. Use the figure in your own offer.

Application windows read for this edition

A calendar year. Green: a published window. Grey: rolling, with no closing date.



Sources: Embassy of Japan in the UK and JET Programme Canada (17 October 2026); EPIK (20 September 2026); Taiwan Ministry of Education (23 February 2026); Hong Kong Education Bureau (19 November 2026). Opening dates for JET and the NET Scheme were not read; those bars show an indicative start.

What the calendar means for an applicant

- **JET closes once a year, in November.** Windows are set by the Japanese mission in each country, so the deadline that applies is the one where you hold citizenship. The 2027 cycle is closed in the UK, the US and Canada.
- **EPIK and Taiwan reward speed.** Neither has a closing date. EPIK processes applications in the order received; Taiwan reviews until posts are filled.
- **Hong Kong recruits in spring for the school year that follows.** The primary application date for 2026/27 was 24 April 2026. The date for 2027/28 was not published when the page was read.

Check the programme page before applying. Windows move, and this report is a third-party summary like any other.

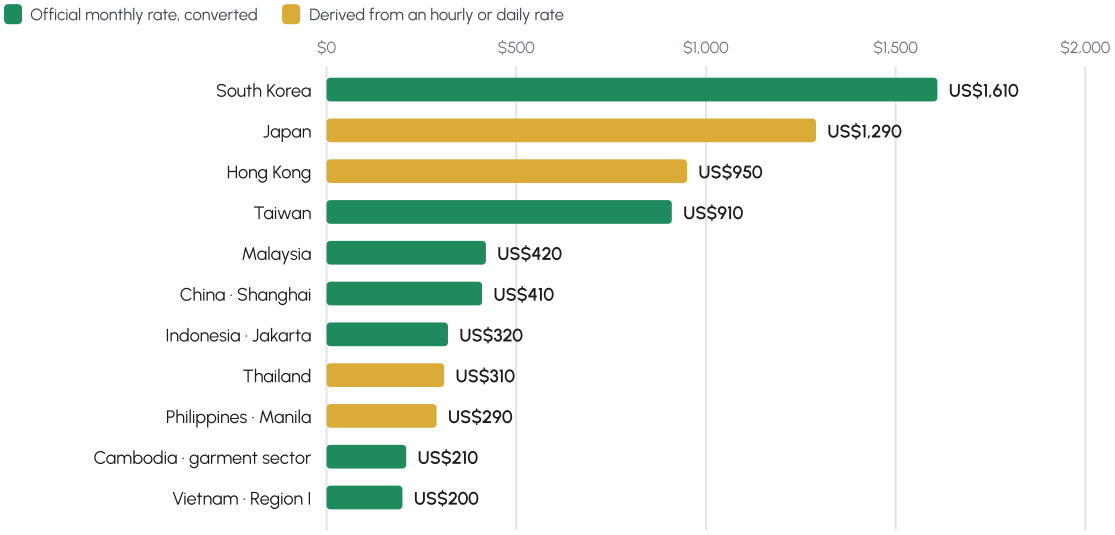
SECTION 4

The legal floor: minimum wages

What is the least a full-time job can lawfully pay? It depends on the economy, and the range is eight to one. For a full-time month, the legal minimum in 2026 is about US$1,610 in South Korea and about US$200 in Vietnam's highest wage region. Singapore has no statutory minimum wage. No government in Asia publishes private language-school pay, so the floor is the one official number an academy offer can be tested against.

Legal minimum wage for a full-time month, 2026, in US dollars

Monthly rate where one is set; hourly and daily rates converted to a month by this report. Rates in force when read on 19 November 2026.



Sources: Minimum Wage Commission (South Korea), Ministry of Health, Labour and Welfare (Japan), Labour Department (Hong Kong), Ministry of Labor (Taiwan), via press and legal reports; other rates from Trading Economics' tabulation of national sources (secondary). Conversions at rates of 9 October 2026.

CANONICAL DATA BLOCK · MINIMUM WAGES, 2026

Economy	Rate as set	Full-time month, local	About, US$	Basis
South Korea	₩10,320 an hour	2,156,880	1,610	209-hour month, official
Japan	¥1,177 an hour, weighted average	203,974	1,290	173.3 hours, derived
Hong Kong	HK$43.10 an hour	7,469	950	173.3 hours, derived
Taiwan	NT$29,500 a month	29,500	910	monthly rate
Malaysia	RM1,700 a month	1,700	420	monthly rate
China · Shanghai	2,740 yuan a month	2,740	410	city rate
Indonesia · Jakarta	5.73 million rupiah a month	5,730,000	320	province rate
Thailand	400 baht a day	10,400	310	26 days, derived
Philippines · Manila	695 pesos a day	18,070	290	26 days, derived
Vietnam · Region I	5.31 million dong a month	5,310,000	200	highest region
Cambodia	US$210 a month	210	210	garment, footwear and travel goods sector only
Singapore	No statutory minimum wage	—	—	none set

How to use the floor

- **Compare like with like.** A floor is gross pay for a full-time employee. An offer quoted after tax, for part-time hours or on a freelance contract cannot be tested against it without the hours.
- **Use the rate where the job is.** China, Indonesia, Vietnam, Japan and the Philippines set wages by city, province or region. Shanghai, Jakarta, Vietnam's Region I and Metro Manila are the highest rates in their countries; a job elsewhere has a lower floor.
- **A floor is not a salary guide.** Teaching posts for foreign graduates are advertised well above the minimum in every economy with a market estimate (page 16). The floor matters most in South Korea, where it sits close to published teaching pay (next page).

Next year's rates already set. South Korea: 10,700 won an hour from 1 January 2027, up 3.7%. Taiwan: NT$30,900 a month from 1 January 2027. Japan's FY2026 weighted average of ¥1,177 took effect by prefecture from autumn 2026, and the government's target is ¥1,500 by 2029 (press reports of official decisions).

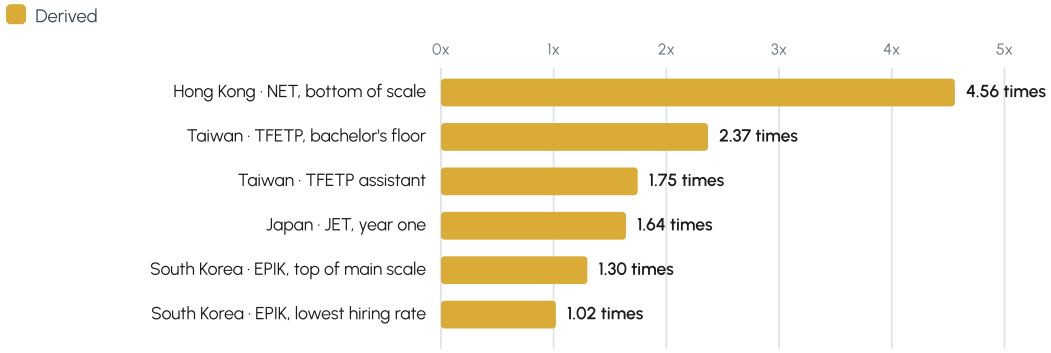
SECTION 4

Official pay against the legal floor

How far above the minimum wage do the programmes pay? From 4.6 times in Hong Kong to 1.02 times in South Korea. JET's first-year pay is about 1.6 times Japan's minimum for a full-time month and Taiwan's programme starts at 2.4 times. EPIK's lowest hiring rate, 2.2 million won, is 2% above South Korea's 2026 minimum of 2,156,880 won for a 209-hour month, before the apartment is counted.

Programme pay as a multiple of the legal minimum for a full-time month

Derived by this report: published monthly pay divided by the 2026 minimum wage for a full-time month. Cash pay only.



Derived from the programme pay on page 12 and the minimum wages on page 13. Housing, allowances and bonuses are excluded. A monthly minimum for Japan and Hong Kong assumes 173.3 hours.

South Korea: the floor is catching the scale

	Won a month	Against EPIK's lowest hiring rate of 2.2m won
Minimum wage, 209-hour month, 2025 (10,030 won an hour)	2,096,270	EPIK rate is 5% above
Minimum wage, 209-hour month, 2026 (10,320 won an hour)	2,156,880	EPIK rate is 2% above
Minimum wage, 209-hour month, from 1 January 2027 (10,700 won an hour)	2,236,300	EPIK rate is 1.6% below

Hourly rates from the Minimum Wage Commission as reported by Korea JoongAng Daily; the 2026 monthly figure is the Commission's own. The 2025 and 2027 monthly figures are this report's arithmetic (hourly rate × 209) and are derived.

- **What it shows.** The EPIK scale read on 17 October 2026 was dated 4 May 2026. If it is not revised, its lowest hiring rate will be below the statutory monthly minimum for a 209-hour month from January 2027.
- **What it does not show.** It does not show that EPIK will pay below the legal minimum. EPIK's contracted hours were not read, the scale may be revised, and the package includes an apartment, a completion bonus and airfare that a minimum-wage job does not.
- **Why it matters anyway.** It is the clearest measure in this report of how little the headline has moved. A teacher comparing EPIK with a private academy should compare the whole package, and ask an academy for its hours.

Reading the other three

- **Japan.** JET's ¥335,000 a month is about 1.6 times a full-time month at the FY2026 average minimum, and Japan's average minimum rose 5% in FY2026 while JET's scale is fixed by year of appointment.
- **Taiwan.** The programme asks for a teaching licence and pays 2.4 to 3.1 times the minimum to a teacher with a bachelor's degree.
- **Hong Kong.** The NET Scheme is a qualified teacher's salary, and Hong Kong's minimum wage is low for its prices; the multiple says more about the floor than about the scheme.

Every figure on this page is derived. Recompute from the sources before quoting any of them as a statistic.

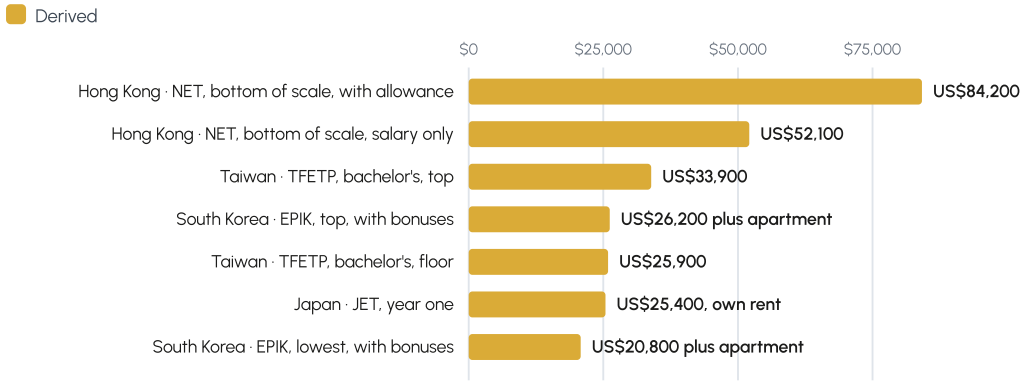
SECTION 4

What comes with the pay: housing, flights and bonuses

Which package is worth most? The one that pays the rent. EPIK provides a furnished apartment and JET does not, so a first-year EPIK teacher on about US$20,800 to US$26,200 a year in cash pays no rent, while a JET participant on about US$25,400 pays their own. Hong Kong adds a special allowance of HK$20,989 a month, about US$2,670, for teachers recruited from outside the city.

Cash value of one year, in US dollars

Derived by this report: twelve months of published pay, plus published cash bonuses and allowances where stated. Rent-free housing is noted, not valued.



Derived from page 12. EPIK includes the 300,000 won settlement allowance and 1.3 million won completion bonus. Conversions at rates of 9 October 2026. Before tax.

CANONICAL DATA BLOCK · WHAT EACH PROGRAMME ADDS

	JET, Japan	EPIK, South Korea	TFETP, Taiwan	NET Scheme, Hong Kong
Housing	Own cost	Furnished apartment provided	Rent subsidy; NT$5,000 a month single, NT$10,000 with family, on an earlier published scale	Special allowance HK$20,989 a month, if normally resident outside Hong Kong
Flights	Not stated in the sources read	Airfare	Economy airfare reimbursed each school year	Passage and baggage allowances
Bonuses	None stated; pay rises with each reappointment	300,000 won settlement; 1.3m won on completing the contract; severance	Performance bonus and overtime pay on a city education bureau's page	End-of-contract gratuity; retention incentive from the third year
Insurance	Not stated	Not stated	National health and labour insurance	Medical allowance
Tax	Japanese income and resident taxes are paid from the figure	Taxed	Taxed	Taxed

Three readings

- **EPIK against JET is a question about rent.** The two cash figures overlap. What separates them is the apartment, and the cost-of-living estimates on the next page put living costs in Japan above South Korea's.
- **Taiwan and Hong Kong pay for a licence.** Both ask for a teaching qualification that JET and EPIK do not, and both pay more. For a licensed teacher they are the comparison; for a new graduate with a TEFL certificate they are not open.
- **The allowance in Hong Kong is not a bonus.** It exists because rent there is the highest in the region; no rent figure was read for this edition, so no net position is calculated.

What is not valued. The EPIK apartment is the largest item on this page and has no published cash value, so it is named and not added. No tax calculation is attempted for any programme.

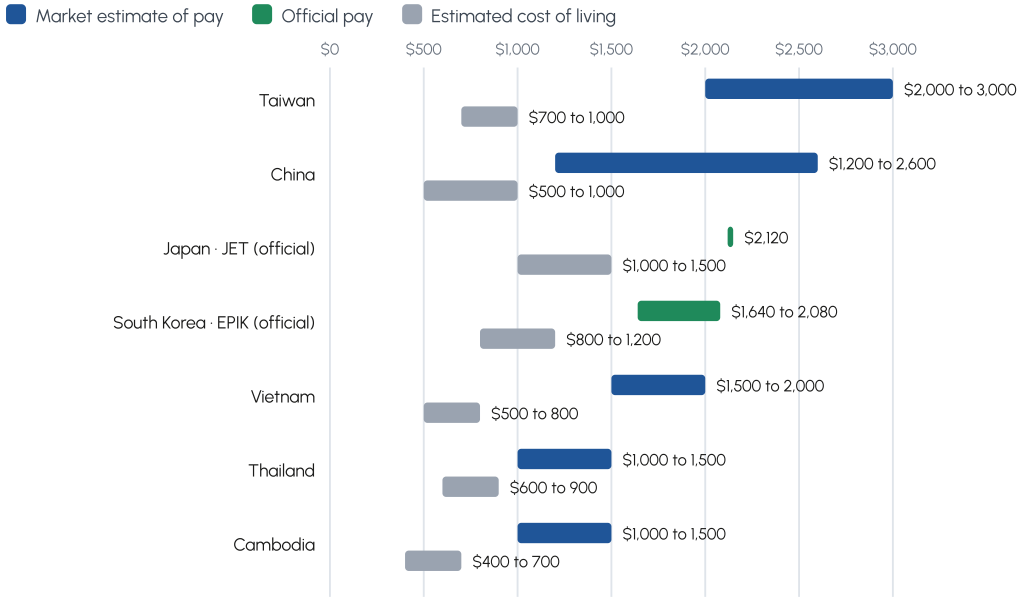
SECTION 4

Market estimates: pay against cost of living

What do private schools pay? No one publishes it. The ranges below are market estimates compiled from job listings in March 2026 for the global edition and carried forward unchanged: Taiwan US$2,000 to US$3,000 a month, China US$1,200 to US$2,600, Vietnam US$1,500 to US$2,000, and Thailand and Cambodia US$1,000 to US$1,500. The two official figures, JET and EPIK, are shown beside them.

Monthly pay against monthly cost of living, US dollars

Blue: market estimate of pay. Green: official pay. Grey: estimated cost of living.



Sources: GoOverseas, International TEFL Academy and ESLstarter listings compiled March 2026 for the global edition (estimates, not re-verified); EPIK and CLAIR (official, verified 17 October 2026).

Economy	Pay estimate, US$	Legal floor, full-time month, US$	Bottom of the estimate against the floor	Tax and housing in the estimate
Taiwan	2,000 – 3,000	910	2.2 times	Taxed; housing not included
China	1,200 – 2,600	410 (Shanghai)	2.9 times	Taxed; housing often provided
Vietnam	1,500 – 2,000	200 (Region I)	7.5 times	Low tax; housing not included
Thailand	1,000 – 1,500	310	3.2 times	Low tax; housing not included
Cambodia	1,000 – 1,500	210 (garment sector only)	No general floor	Low tax; housing not included

What the comparison shows, and what it does not

In Europe the bottom of the March estimates sat below the legal floor in five countries out of six. In Asia it is the reverse: the estimates for foreign teachers start at two to seven times the local minimum wage. That is a statement about how low the floors are in Southeast Asia as much as about teaching pay, and it is why the floor is a weaker test of an offer here than in Europe or South Korea.

- **The estimates are asking pay.** They come from job listings, which show what schools advertise, not what teachers are paid.
- **Cost of living is one number.** It does not separate rent from food, and it leaves out flights, visa costs and savings.
- **No savings rate is claimed.** The global edition withdrew the statement that teachers in Asia save 30% to 50% of their salary, which came from a provider's marketing page.

Status of these figures. The March 2026 compilation was the weakest evidence in the global edition and is the weakest here. No estimate was compiled for Hong Kong, Indonesia, Malaysia, Singapore or the Philippines, and none is invented for this edition. Floor multiples are derived.

SECTION 4

Twelve economies on one page

> **How do the countries compare?** The matrix sets the five measures in this report side by side for the twelve economies profiled in Section 5. Two columns are official, one is a test-taker index, and two are March 2026 compilations.

CANONICAL DATA BLOCK · ASIA, TWELVE ECONOMIES

Economy	EF EPI 2025 Survey	Minimum wage, 2026 Official	Official programme pay, month Official	Market pay estimate, month Estimate	Degree for the work visa Estimate
Japan	446 · rank 96	¥1,177 an hour · US$1,290	JET: ¥4.02m a year	Own JET figure only	Degree
South Korea	522 · rank 48	₩10,320 an hour · US$1,610	EPIK: 2.2 – 2.8m won	Academies vary; none compiled	Degree
China	464 · rank 86	2,740 yuan · US$410 (Shanghai)	None found	US$1,200 – 2,600	Degree
Taiwan	Not found	NT$29,500 · US$910	TFETP: NT$69,880 – 91,470	US$2,000 – 3,000	Degree; licence for TFETP
Hong Kong	538 · rank 39	HK$43.10 an hour · US$950	NET: HK$34,060 – 79,135	No estimate	Degree and teaching qualification for NET
Vietnam	500 · rank 64	5.31m dong · US$200	None found	US$1,500 – 2,000	Preferred; enforcement varies
Thailand	402 · rank 116	400 baht a day · US$310	None found	US$1,000 – 1,500	Required in visa guidance; enforcement varies
Cambodia	390 · rank 123	US$210, one sector	None found	US$1,000 – 1,500	Not required
Indonesia	471 · rank 80	5.73m rupiah · US$320 (Jakarta)	None found	No estimate	Not read
Malaysia	581 · rank 24	RM1,700 · US$420	None found	No estimate	Not read
Singapore	Not ranked	None	None found	No estimate	Not read
Philippines	569 · rank 28	695 pesos a day · US$290	None found	No estimate	Not read

Sources: EF EPI 2025 (secondary reports); national minimum wages as on page 13, dollar figures for a full-time month, derived for hourly and daily rates; programme pay as on page 12; March 2026 compilation for pay and visa requirements. Hong Kong and Taiwan degree entries from programme pages read 19 November 2026.

Four patterns across the matrix

- **The published pay is in the north-east.** All four programmes with an official scale are in Japan, South Korea, Taiwan and Hong Kong. No programme recruiting foreign English teachers on a published scale was found in Southeast Asia or mainland China.
- **The degree is the gate in the north-east too.** Every economy with a published scale requires a degree. The economies where a degree is preferred or not required, Vietnam, Thailand and Cambodia, are the ones where all pay is a private offer.
- **High English and no data go together.** Malaysia and the Philippines have the two highest EF scores and Singapore is treated as English-speaking. None has a pay estimate or a programme in the sources read.
- **The floor is useful in two economies.** In South Korea and Japan the minimum wage is within reach of teaching pay. In Southeast Asia teaching offers start at several times the floor.

What each blank means

Entry	Meaning
No estimate	The March 2026 compilation did not cover the economy. Nothing is known here about private-sector pay; it is not a sign that pay is low.
None found	No government programme recruiting foreign English teachers on a published scale appeared in the sources read. One may exist.
Not read	The visa rule was not in the global edition's compilation and was not read for this edition.
Not ranked / not found	EF no longer ranks Singapore. Taiwan did not appear in the tabulations of the 2025 index read for this edition.

How to use it. Pick the row, then go to the profile for the season, the visa and what was not found. A blank is information.

SECTION 5

Country profiles: Japan and South Korea

The two programmes every applicant compares. Both publish a pay scale, both require a degree, and both recruit well ahead of the start. Japan pays more cash and leaves the rent to the teacher. South Korea pays less and provides the apartment.

Japan

The lowest EF band, the largest programme, and the highest published pay for a new graduate

EF EPI 2025 Survey
446 · rank 96 of 123 · very low

Minimum wage Official
¥1,177 an hour, FY2026 weighted average; about US$1,290 a full-time month

Official programme pay Official
JET: ¥4.02m in year one, about US$2,120 a month; ¥4.32m by year four

Market pay estimate Estimate
None compiled beyond JET; living costs US$1,000 – 1,500 a month

Visa Estimate
Instructor or Specialist in Humanities; degree; 4 to 8 weeks

Applications Official
JET 2027: closed 5 Nov (UK) and 13 Nov 2026 (US, Canada)

Read it as. Japan is the clearest case in the region of low measured English beside a large, stable public programme: 5,933 people joined JET in FY2025, from 54 countries. JET's first-year pay is about 1.6 times the legal minimum for a full-time month and rises with each reappointment, to a maximum of five years. Private language schools and dispatch companies hire outside JET, and nothing official is published on what they pay.

Check before you accept.

- Who the employer is: JET, a dispatch company, a private language school or a board of education. Only JET's pay is published.
- Rent. JET does not provide housing, and no rent figure was read for this edition.
- Whether the visa is sponsored and which status it is: Instructor, or Specialist in Humanities.

Not found for this edition. Private-sector pay; rent; JET's opening date and start month; a city-level EF score.

South Korea

A published scale, a rent-free apartment and the most documented private tuition market in Asia

EF EPI 2025 Survey
522 · rank 48 of 123 · moderate

Minimum wage Official
10,320 won an hour; 2,156,880 won a full-time month, about US$1,610. 10,700 won from 1 Jan 2027

Official programme pay Official
EPIK: 2.2 – 2.8m won a month, about US$1,640 – 2,080, plus apartment

Private tuition Official
27.5tn won in 2025; English 281,000 won a month per participating pupil

Visa Estimate
E-2; degree; apostilled documents; 4 to 6 weeks

Applications Official
EPIK Spring 2027: open since 1 Aug 2026, in order received

Read it as. South Korea is the one country here with official figures on both sides of the market: what the state pays teachers, and what families pay for tuition. EPIK's package is worth more than its headline because of the apartment, the 1.3 million won completion bonus and the airfare. Its lowest hiring rate is now 2% above the legal minimum for a full-time month. Private academies, the hagwons, hire outside EPIK and publish nothing; the tuition survey shows where their income comes from.

Check before you accept.

- Your passport: the E-2 visa is limited to seven nationalities (Institute guide, September 2026).
- The hours in writing, and the offer against 2,156,880 won a month, the 2026 legal minimum for full-time work.
- That the apartment is provided, not a housing allowance, and what happens to it if the contract ends early.

Not found for this edition. Private academy pay; EPIK's headcount and contracted hours; Seoul's separate scale.

SECTION 5

Country profiles: China and Taiwan

The largest market and the best-paid public programme for licensed teachers. China is US$35.6 billion of English training with no published pay. Taiwan publishes a scale and a recruitment target, and asks for a teaching licence.

China

The biggest market by value, reshaped by the 2021 tutoring rules

EF EPI 2025 Survey
464 · rank 86 of 123 · low

Minimum wage Official
Set by city and province; Shanghai 2,740 yuan a month, about US$410

Official programme pay
None found

Market pay estimate Estimate
US$1,200 – 2,600 a month; housing often provided; living costs US$500 – 1,000

Visa Estimate
Z visa and work permit; degree; TEFL; two years' experience or a master's; 6 to 10 weeks

Market size Official
US$35.6bn in 2024; US$62.56bn forecast for 2034 (Market.us)

Read it as. China's estimate is the widest in East Asia because it covers very different employers: kindergartens, private and international schools, universities and adult training centres. Since 2021 the after-school tutoring of school-age children that once employed most foreign teachers has been restricted, and teaching those children online from abroad is closed. The visa step is the longest in the global edition's compilation, and the global edition notes tighter enforcement.

Check before you accept.

- That the employer holds the licence to hire foreign teachers and will sponsor a Z visa and work permit before you travel.
- The age group and the kind of institution, given the 2021 tutoring rules.
- Whether housing is provided: the estimate says often, not always.

Not found for this edition. Any count of foreign teachers; any official pay; city EF scores; hiring seasons.

Taiwan

A published scale, 980 posts and a licence requirement

EF EPI 2025
Not found in the tabulations read

Minimum wage Official
NT$29,500 a month, about US$910; NT$30,900 from 1 Jan 2027

Official programme pay Official
TFETP: NT$69,880 – 91,470 a month with a bachelor's, about US$2,160 – 2,820; assistants NT$51,500

Market pay estimate Estimate
US$2,000 – 3,000 a month; living costs US$700 – 1,000

Requirements Official
TFETP teachers: degree and a valid government teaching licence

Applications Official
980 posts expected in 2026; rolling review

Read it as. Taiwan has the highest market pay estimate in the region and a public programme that pays 2.4 times the legal minimum at its starting point. The programme is not open to every graduate: teacher posts ask for a government-issued teaching licence valid for the whole contract. Teaching assistants are paid a flat NT$51,500 and are reimbursed for taking a teaching certificate course. Private language schools, the buxibans, hire outside the programme and publish nothing.

Check before you accept.

- Whether the post is in the public programme, which needs a teaching licence, or a private school, which this report has no official figure for.
- Which pay scale your contract uses: two bachelor's scales were in circulation when this report was read.
- The rent subsidy, and whether the school provides housing instead.

Not found for this edition. Taiwan's EF score; private-school pay from an official source; the assistant requirements; the 2027 recruitment figure.

SECTION 5

Country profiles: Hong Kong and Singapore

Two cities where the question is whether you qualify, not what it pays. Hong Kong runs a public scheme for qualified teachers on the civil service scale. Singapore is no longer ranked by EF as a place where English is a foreign language.

Hong Kong

A career scheme for qualified teachers, with an allowance for the rent

EF EPI 2025 Survey
538 · rank 39 of 123 · moderate; down 11 points

Minimum wage Official
HK$43.10 an hour from 1 May 2026; about US$950 a full-time month

Official programme pay Official
NET Scheme: HK$34,060 – 79,135 a month, as advertised March 2024

Allowance Official
HK$20,989 a month special allowance; passage, baggage and medical

Skill scores Survey
Reading 550, speaking 494

Applications Official
Primary NET posts for 2026/27: closed 24 Apr 2026

Read it as. The NET Scheme has placed native-speaking English teachers in public secondary schools since 1998/99 and primary schools since 2002/03. It is the best-paid programme in this report and the hardest to enter: applicants must meet the scheme's qualification requirements, and pay is set by a salary assessment of their qualifications and experience. The special allowance, for teachers normally resident outside Hong Kong, is fixed for the contract period.

Check before you accept.

- Whether you meet the NET Scheme's qualification requirements before applying; it is not an entry-level route.
- Whether you qualify for the special allowance: it is for teachers normally resident outside Hong Kong.
- The current pay point for your qualifications, on the Bureau's own salary assessment guide.

Not found for this edition. The 2026/27 pay points; the number of NET posts; rent; private language-centre pay.

Singapore

Outside the EF index, and governed by work pass rules

EF EPI 2025
Not ranked: reclassified as English-speaking in 2025; third in the world in 2024

Minimum wage Official
No statutory minimum wage

Official programme pay
None found

Market pay estimate
None compiled

Work pass
Tied to a qualifying salary; not re-read for this edition

Where to read more
The Institute's guide, Teaching English in Singapore

Read it as. Singapore is profiled because teachers ask about it, and the honest answer is short. English is the language of school and work, so the market for teaching it as a foreign language is small, and a foreign teacher can be hired only if the salary meets the work pass rules. This edition read no figure for either, and prints none.

Check before you accept.

- Whether the employer can obtain a work pass at the salary offered. The rules set a qualifying salary.
- The Institute's guide to teaching English in Singapore for the current thresholds; they were not re-read here.
- That the role is teaching: Singapore is treated by EF as an English-speaking country.

Not found for this edition. Every pay figure; the current work pass thresholds; any count of foreign English teachers.

SECTION 5

Country profiles: Vietnam and Thailand

> **The two largest Southeast Asian markets for a first job.** Vietnam has a national plan that needs teachers and a moderate EF score. Thailand has one of the lowest scores in the world and the lowest pay estimate in this report.

Vietnam

A teacher shortage written into national policy

EF EPI 2025 Survey	Minimum wage Official	Official programme pay
500 · rank 64 of 123 · moderate; Hanoi 532	5.31m dong a month in Region I from 1 Jan 2026, about US$200	None found
Market pay estimate Estimate	**Visa Estimate**	**Policy Official**
US$1,500 – 2,000 a month; living costs US$500 – 800	Work permit and temporary residence card; degree preferred; TEFL; 4 to 8 weeks	English compulsory from grade 1 by 2030; 22,000+ new teachers needed

Read it as. Vietnam has the highest ratio of estimated pay to estimated living costs in this report, about three to one at the bottom of each range (derived), and a government commitment that points to more demand. The plan to make English the second language in schools runs from 2025 to 2035 and needs more than 22,000 new preschool and primary English teachers by 2030. It does not say how many will be foreign, and the work today is in private language centres and schools.

Check before you accept.

- Who obtains the work permit and the temporary residence card, and who pays for them.
- Whether your degree and certificate must be legalised, and how long that takes at home.
- Hourly or monthly pay, and the guaranteed hours. Language centres often pay by the hour (provider guidance, not verified here).

Not found for this edition. A foreign-teacher programme; official pay; whether degree enforcement has changed since March 2026.

Thailand

Very low measured English, low costs and the lowest estimate

EF EPI 2025 Survey	Minimum wage Official	Official programme pay
402 · rank 116 of 123 · very low; Bangkok 467	400 baht a day; about US$310 for a 26-day month	None found
Market pay estimate Estimate	**Visa Estimate**	**Without a degree**
US$1,000 – 1,500 a month; living costs US$600 – 900	Non-B visa and work permit; degree; TEFL; 4 to 8 weeks	See the Institute's guide to teaching in Thailand without a degree

Read it as. Thailand's national score is the second lowest of the ten economies ranked in this report, and Bangkok's is 65 points higher. The pay estimate is the lowest of the seven in this report and so are the costs. The visa guidance lists a bachelor's degree; the licensed teaching route requires one, and the route for non-graduates depends on the school requesting permission, which the Institute's own guide sets out.

Check before you accept.

- That the school will apply for the Non-B visa and work permit; do not start on a tourist entry.
- Whether pay is for 10 or 12 months of the year.
- The offer against 400 baht a day, the legal minimum, and against the US$1,000 to US$1,500 estimate.

Not found for this edition. Official pay; a hiring calendar; the number of foreign teachers.

SECTION 5

Country profiles: Cambodia and Indonesia

The two economies with the least data. Cambodia ranks last of 123 in the EF index and is the one place in this report where the global edition's compilation lists no degree requirement. Indonesia has a low national score and a capital in the moderate band.

Cambodia

Last in the index, no degree listed, and a capital far ahead of the country

EF EPI 2025 Survey 390 · rank 123 of 123 · very low; Phnom Penh 472	Minimum wage Official US$210 a month in 2026, garment, footwear and travel goods sector only	Official programme pay None found
Market pay estimate Estimate US$1,000 – 1,500 a month; living costs US$400 – 700	Degree Estimate Not required in the March 2026 compilation	Visa Not read for this edition

Read it as. Cambodia is where a non-graduate is most likely to find paid classroom work in Asia, on the global edition's compilation, and it has the lowest cost-of-living estimate in this report. The 82-point gap between Phnom Penh and the national score is the widest of the six capitals compared. There is no general minimum wage to test an offer against; the US$210 figure applies to one export sector.

Check before you accept.

- The visa and work permit: who arranges them and what they cost. No rule was read for this edition.
- The school's hours and whether pay is in US dollars.
- That the school is in Phnom Penh or a provincial town: the EF gap between them is the widest in the region.

Not found for this edition. Visa and work permit rules; any official teaching pay; a hiring calendar.

Indonesia

A low national score and a capital in the moderate band

EF EPI 2025 Survey 471 · rank 80 of 123 · low; Jakarta 523	Minimum wage Official Set by province; Jakarta 5.73m rupiah a month, about US$320	Official programme pay None found
Market pay estimate None compiled	Visa Not read for this edition	EF in Asia Survey 12th of 25 Asian entries

Read it as. Indonesia is in this report for its size and its score, not for its evidence. It ranks 80th in the world and 12th of 25 in Asia, with Jakarta 52 points above the national figure. The global edition compiled no pay estimate, no cost of living and no visa rule, and this edition found no programme recruiting foreign English teachers. A teacher considering it starts with the provincial minimum wage and the questions below.

Check before you accept.

- The work permit route and who sponsors it. Nothing was read for this edition.
- The offer against the provincial minimum wage: Jakarta's is 5.73 million rupiah a month.
- The city: Jakarta scores 52 points above the national EF figure.

Not found for this edition. Every pay figure; the work permit route; any count of foreign teachers.

SECTION 5

Country profiles: Malaysia and the Philippines

The two highest scores in Asia. Both sit in the EF high band. Neither has a pay estimate, a programme or a visa rule in the sources read, and both are better documented as places teachers come from than places they go to.

Malaysia

The highest English proficiency in Asia

EF EPI 2025 Survey 581 · rank 24 of 123 · high; Kuala Lumpur 588	Minimum wage Official RM1,700 a month, about US$420	Official programme pay None found
Market pay estimate None compiled	Visa Not read for this edition	Trend Survey Up two places in 2025; overtook the Philippines

Read it as. Malaysia rose two places in 2025 to lead Asia, and Kuala Lumpur scores only 7 points above the country, the narrowest city gap in this report, which suggests English is less concentrated in the capital than elsewhere in the region. That is a description of the learners, and this edition has nothing on the jobs. No estimate, programme or work pass rule was read.

Check before you accept.

- Whether a foreign teacher can be hired for the role at all, and on what pass. Nothing was read for this edition.
- The offer against RM1,700 a month, the legal minimum.
- The level: learners here have the highest EF score in Asia.

Not found for this edition. Every pay figure; the work pass route; any count of foreign teachers.

Philippines

High English, and no data on jobs for visiting teachers

EF EPI 2025 Survey 569 · rank 28 of 123 · high; Manila 603	Minimum wage Official 695 pesos a day in Metro Manila; about US$290 for a 26-day month	Official programme pay None found
Market pay estimate None compiled	Visa Not read for this edition	City score Survey Manila is in EF's very high band

Read it as. Manila, at 603, is the only city in this report in EF's very high band, 34 points above a national score that is itself the second highest in Asia. A country that scores this well has less need of visiting teachers at entry level, which is an inference and not a finding. For a visiting teacher there is no pay figure, programme or visa rule here to work from, and this edition did not measure the country's role in online teaching.

Check before you accept.

- Whether the role is open to a foreign national. Nothing was read for this edition.
- The offer against the regional minimum wage: 695 pesos a day in Metro Manila.
- Whether the job is teaching learners in the Philippines or teaching online from it.

Not found for this edition. Every pay figure; the visa route; the size of the online teaching workforce.

SECTION 6

Right to work: who needs what

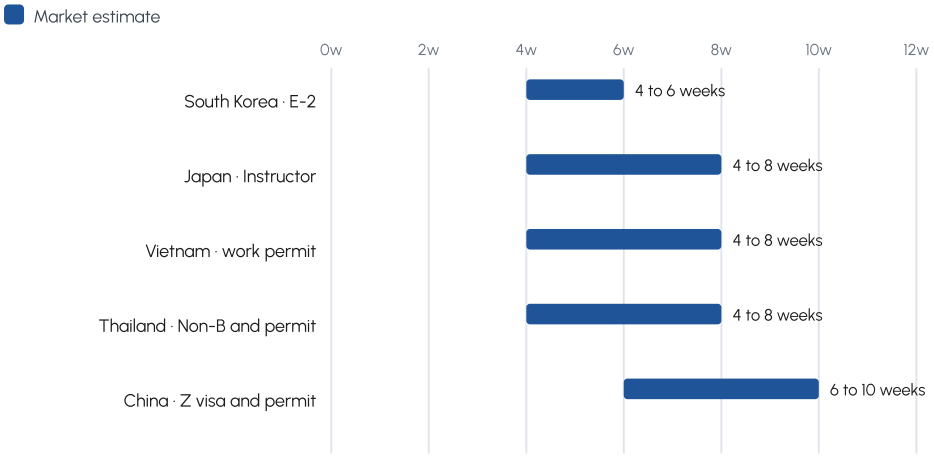
Can you teach in Asia without a degree? Not in the main markets. A bachelor's degree is required for the work visa in Japan, South Korea and China, and for the public programmes in Taiwan and Hong Kong. Vietnam's guidance lists a degree as preferred, Thailand's lists one and enforcement varies, and Cambodia is the one economy in the global edition's compilation with no degree requirement. There is no Asian equivalent of free movement in the EU: every teacher needs a visa, and the employer sponsors it.

Economy	Route	Degree	Other requirements	Typical processing
South Korea Estimate	E-2 visa	Required	TEFL; apostilled documents; one of seven nationalities	4 to 6 weeks
Japan Estimate	Instructor or Specialist in Humanities	Required	Employer sponsor	4 to 8 weeks
China Estimate	Z visa and work permit	Required	TEFL; two years' experience or a master's	6 to 10 weeks
Taiwan Official	TFETP teacher post	Required	Valid government teaching licence for the whole contract; no criminal record	Not read
Hong Kong Official	NET Scheme	Required	The scheme's qualification requirements; native-speaker competence	Not read
Vietnam Estimate	Work permit and temporary residence card	Preferred; enforcement varies	TEFL	4 to 8 weeks
Thailand Estimate	Non-B visa and work permit	Listed as required; enforcement varies	TEFL	4 to 8 weeks
Cambodia Estimate	Not read	Not required	Not read	Not read

Rows marked estimate: compiled March 2026 from embassy and provider guidance for the global edition; not official rules and not re-verified. Taiwan and Hong Kong rows from ministry and bureau pages read 19 November 2026. The seven-nationality rule is from the Institute's guide for Canadian teachers (September 2026).

Typical visa processing time, weeks

Indicative, for the visa step only. Compiled March 2026 from embassy and provider guidance.



Source: embassy and provider guidance compiled March 2026 for the global edition (not re-verified). Document legalisation and medicals come before these times.

Three things that decide the route

- **The degree.** For an applicant without one, the realistic options in Asia are Cambodia, the non-licensed route in Thailand that the Institute's guide describes, and online work. Japan, South Korea and China are closed.
- **The passport.** South Korea limits its E-2 teaching visa to seven nationalities. South African citizens are eligible for both EPIK and JET (Institute guide, November 2026). Other programmes set nationality or native-speaker rules that should be read on their own pages.
- **The paperwork.** Apostilled degree certificates and criminal record checks are issued at home, before the visa clock starts. They are the usual cause of delay, and the reason to begin before resigning.

What this page is not. It is not legal advice and not a statement of any country's current rules. Five of the eight rows are a compilation that is eight months old. Confirm with the embassy and the employer before relying on any of it.

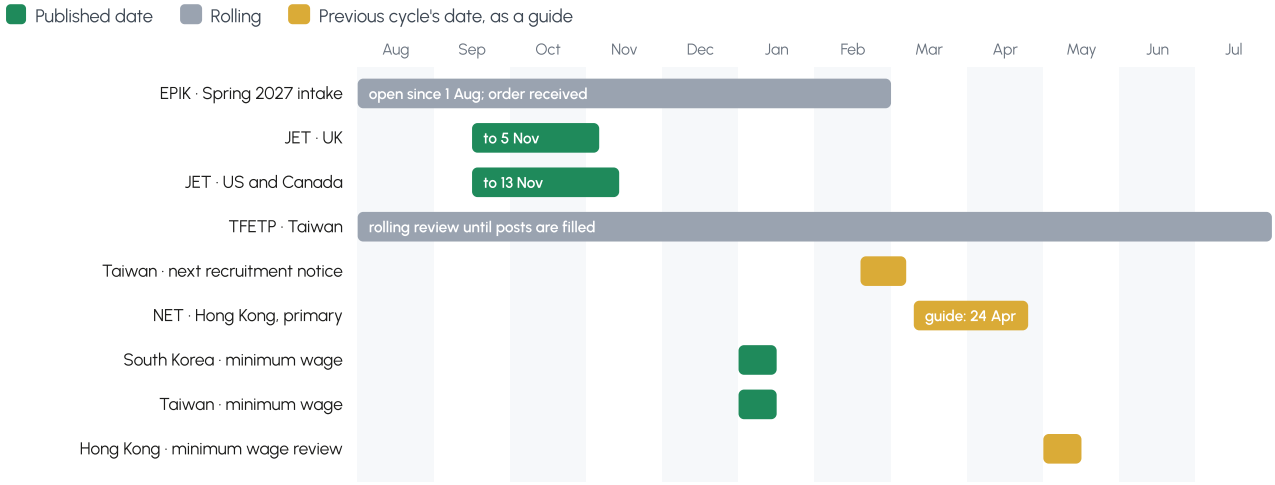
SECTION 7

The hiring calendar

When do you apply? In the autumn of the year before for Japan, as soon as possible for South Korea and Taiwan, and in spring for Hong Kong. JET's window closes once a year in early to mid November. EPIK's Spring 2027 intake has been open since 1 August 2026 and is processed in the order received. Taiwan reviews applications until its posts are filled. Hong Kong's primary scheme closed on 24 April 2026 for the school year that followed.

One year of dated events, August 2026 to July 2027

Green: an application window or deadline read at source. Grey: rolling. Amber: a date repeated from the previous cycle, shown as a guide and not yet published.



Sources: EPIK; Embassy of Japan in the UK; JET Programme Canada; Taiwan Ministry of Education; Hong Kong Education Bureau and Labour Department; Minimum Wage Commission. Minimum wage bars mark 1 January 2027 (South Korea, Taiwan) and 1 May (Hong Kong's 2026 date).

The year by month

Month	What happened in the last cycle	Basis
August	EPIK opened its Spring 2027 intake on 1 August 2026	Official
September to November	JET 2027 applications; closed 5 November (UK, Australia) and 13 November 2026 (US, Canada)	Official
January	New minimum wages take effect in South Korea and Taiwan	Official
February	Taiwan's Ministry of Education announced its 2026 recruitment (980 posts) on 23 February 2026	Official
March	South Korea published its 2025 private tuition survey on 12 March 2026	Official
April and May	Hong Kong primary NET applications closed 24 April 2026; Hong Kong's minimum wage rose on 1 May 2026	Official
July	South Korea set its 2027 minimum wage, at 10,700 won an hour	Official, via press
November	EF published its 2025 index on 19 November 2025	Official

What is not on this page

- **Private-school hiring seasons.** The global edition compiled teaching seasons for Europe only. No season for academies in Japan, South Korea, China, Vietnam or Thailand was compiled or read, and none is printed.
- **Start dates.** JET's departure month, EPIK's intake dates and the first day of each school year were not read at source for this edition.
- **EPIK's autumn intake.** Only the Spring 2027 intake was read.

How to use it. The fixed deadline in the region is JET's. Everything else is rolling or annual, and the amber bars are last year's dates: treat them as the month to start checking the programme's page, not as a deadline.

SECTION 8

Qualifications employers can verify

> **Which TEFL qualification can an Asian employer or visa office check?** A regulated one. A qualification on the Ofqual Register of Regulated Qualifications carries a number that any employer can search, with its level, its guided learning hours and its awarding organisation. In Asia the check that matters most is the visa's: the degree, the criminal record check and the certificates are legalised at home before a work permit is issued.

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 in the UK system. It is not a statement that any employer, ministry or immigration office in Asia recognises it.

What Asian employers and visas ask for

Where	TEFL hours usually asked	Degree	Background check	Other
East Asia: China, Japan, South Korea Estimate	120 minimum	Bachelor's, any field, required for the work visa	Yes	Health check; apostilled documents
Southeast Asia Estimate	120 preferred	Preferred; enforcement varies by country	Yes	Varies by country
EPIK, South Korea	100 hours is the floor in the Institute's guide to the programme	Required	Yes	A longer course helps reach a higher pay level
TFETP, Taiwan Official	Not the test: a government teaching licence is	Required	No criminal record	Assistants are reimbursed for a TESOL or CELTA course
NET Scheme, Hong Kong Official	Set by the scheme's qualification requirements	Required	Not read	Pay point set by salary assessment

Rows 1 and 2 compiled March 2026 from provider and recruiter guidance for the global edition; not official rules. EPIK row from the Institute's guide to TEFL certification for South Korea (September 2026), not re-read at source. Taiwan and Hong Kong rows from ministry and bureau pages read 19 November 2026.

Why verification matters in Asia

- **The visa does the checking.** In Europe an EU citizen needs no visa, so the school decides what to accept. In East Asia an immigration office sees the documents first, and a qualification that can be looked up on a public register is easier to evidence than one that must be taken on trust.
- **Hours are written into programme rules.** Where a programme sets a minimum number of hours or ties pay to qualifications, the guided learning hours on a register entry are the figure to quote.
- **A TEFL certificate is not a teaching licence.** Taiwan's and Hong Kong's public programmes ask for qualified-teacher status. No TEFL qualification, regulated or not, substitutes for it.

What is not claimed. The global edition withdrew the statement that Level 5 is "recognised across 39 countries", because no source supports it as a claim about employers. This edition makes no claim about recognition in any Asian country. It states what can be verified: the register entry, the hours and the framework level.

SECTION 9

Online teaching and AI

Does online teaching change the Asian picture? It changes who the learners are. Online learning was 48% of the global English language training market by method in 2024 (Market.us), and Asia is where most of the learners sit. But the largest single online market, Chinese children, has been closed to teachers based abroad since 2021. Online work for Asia is now with adults and with learners in Japan and South Korea.

48%
Online share of ELT by method, worldwide, 2024
Market.us

15.8%
Implied annual growth, digital English learning, 2025–2030
Derived from Research and Markets

7.3%
Annual growth, whole ELT market, 2025–2034
Market.us

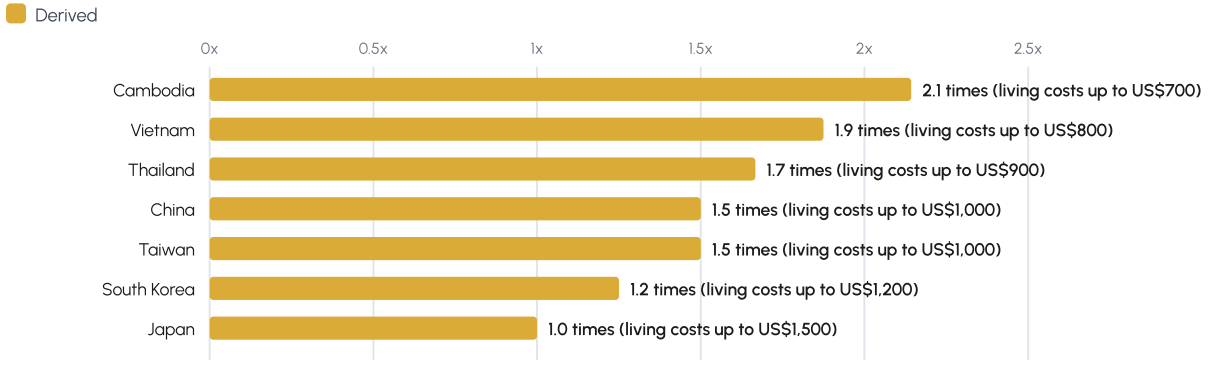
Not published
Any of these figures for Asia alone
No source found

Three things that are specific to Asia

- **The China rule.** The 2021 policy ended the hiring of overseas-based teachers to tutor school-age children in mainland China online. What remains is adult learners (Section 3).
- **Japan and South Korea have their own platforms.** The Institute's guides name the online conversation schools that serve Japanese adults and the Korean companies that hire for business English. Pay on those platforms is in those guides and was not re-read for this edition.
- **The time zone decides the timetable.** East Asian evenings are European afternoons and North American early mornings. This is a practical observation, not a measured one.

One online income against seven living-cost estimates

US$1,500 a month as a multiple of the top of each economy's cost-of-living estimate. Derived by this report.



Derived: US$1,500 ÷ the top of each cost-of-living estimate (March 2026 compilation, not re-verified). US$1,500 is an illustration, not an estimate of online earnings.

Living in Asia while teaching online is a visa question first. A tourist entry does not usually permit work, and the rules for remote work differ by country. This report does not cover them, and the chart above says nothing about whether a teacher may lawfully live where the costs are lowest.

AI in the Asian classroom

The evidence is the same as in the global edition and no stronger for Asia. A 2025 peer-reviewed study found that combining ChatGPT with teacher feedback improved EFL learners' argumentative writing, and that the teacher's feedback made the difference. The tools in use are assistants for planning, first-pass correction and pronunciation practice.

- **What Asia adds is the speaking gap.** Hong Kong's EF scores put reading 56 points above speaking. Tools give feedback on written English readily; live spoken interaction is what learners lack and what a teacher supplies.
- **No usage rate is quoted.** No figure with a stated method was found for how many teachers or learners in Asia use these tools.
- **No effect on jobs is claimed.** Nothing read for this edition measures whether AI tools have changed the number of teaching posts in any Asian economy. JET's intake of 5,933 in FY2025 is the one headcount read, and it does not address the question.

SECTION 10

What to watch in 2027

What changes next? Five dated things. South Korea's minimum wage rises to 10,700 won an hour on 1 January 2027, which lifts the legal monthly minimum above EPIK's lowest published hiring rate. Taiwan's minimum rises to NT$30,900 the same day. Taiwan's recruitment figure for 2027 is due around February, South Korea's tuition survey in March, and JET's 2028 window in the autumn.

When	What	Why it matters	Status
1 January 2027	South Korea's minimum wage rises 3.7% to 10,700 won an hour; 2,236,300 won for a 209-hour month (derived)	EPIK's lowest hiring rate, 2.2m won, would be 1.6% below it if the scale is not revised	Set, 14 July 2026
1 January 2027	Taiwan's minimum wage rises to NT$30,900 a month	The TFETP bachelor's floor falls from 2.37 to 2.26 times the minimum (derived)	Confirmed
About February 2027	Taiwan's Ministry of Education recruitment notice for 2027	The 2026 figure was 980 teachers and assistants	Not yet published
March 2027	South Korea's private tuition survey for 2026	Whether the first fall in five years continues, and what English costs per pupil	Annual
April 2027	Hong Kong primary NET application date for 2027/28	The 2026/27 date was 24 April 2026	Not yet published
Autumn 2027	JET 2028 application window	The 2027 windows closed 5 and 13 November 2026	Annual
By 2029	Japan's target of a ¥1,500 average minimum wage	JET's first-year pay would fall from 1.64 to about 1.29 times a full-time month at that rate if the scale did not move (derived)	Government target
By 2030	Vietnam: English compulsory from grade 1 nationwide	22,000+ new preschool and primary teachers needed	National scheme

Three open questions

- **Will EPIK revise its scale?** The page read for this report was dated 4 May 2026. A revised scale, if one is published, replaces every EPIK figure here.
- **Which Taiwan scale is current?** Ministry documents and a 2025 school notice give NT$69,880 to NT$91,470 for a bachelor's degree; the programme portal showed NT$67,840 to NT$88,800, effective 1 August 2024. This report uses the higher, later figure and prints both.
- **What does the next EF index show?** The 2025 edition was published on 19 November 2025. A 2026 edition was not read for this report; if one has been published, the scores and ranks in Section 3 are a year old.

What would change this report's conclusions

If this is published	This changes
A foreign-teacher programme with a pay scale in Vietnam, Thailand or mainland China	The finding that all published pay is in the north-east
An official survey of private language-school pay in any Asian economy	The standing of every blue figure in Section 4
A count of foreign English teachers by country	The absence of any labour-market size in this report
City-level EF scores for East Asia	The city and country comparison on page 7

Updates. The web version of this report is the version of record and will be corrected when any of these dates passes. Derived figures on this page are arithmetic on published rates and should be recomputed before being quoted.

SECTION 11

Methodology

This edition was compiled by Ian O'Sullivan and the Research Team at The TEFL Institute. It is the Asia 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
Taiwan Foreign English Teacher Program: pay, benefits and requirements	Ministry of Education pages and documents; programme portal; a Taipei school notice of October 2025	Primary
Hong Kong NET Scheme: allowance, benefits, application date; salary range	Education Bureau pages; a Bureau advertisement of 8 March 2024	Primary; salary range dated 2024
Minimum wages: South Korea, Japan, Hong Kong, Taiwan	Labour Department guide (Hong Kong); press and legal reports of official decisions	Primary for Hong Kong; secondary for the rest
Minimum wages: China, Vietnam, Thailand, Indonesia, Malaysia, Philippines, Cambodia	Trading Economics tabulation of national sources	Secondary
EF English Proficiency Index 2025: Asian scores, ranks, city and skill scores	Jakarta Globe, Seasia, Human Resources Online, Nippon.com, Grab	Secondary
South Korea private education expenditures survey, 2025	The Asia Business Daily; Korea JoongAng Daily; The Korea Times	Secondary reports of an official release
Exchange rates	Bank of Lithuania table of euro reference rates, 9 October 2026	Primary

What was carried forward

From the global edition: JET and EPIK pay and windows (verified 17 October 2026); JET's FY2025 intake (read 12 November 2026); the Ofqual register references (confirmed by hand 1 September 2026); Market.us market figures (checked 1 November 2026); and the March 2026 compilation of pay, cost-of-living, visa and requirement estimates, which has not been re-verified and is labelled as an estimate wherever it appears. From the Institute's Atlas briefing of 20 September 2026: Vietnam's teacher requirement, Taiwan's 980 posts, JET's participants in post, and EPIK's allowance and bonus.

Derived figures

- Every US dollar value not published by a source, at rates of 9 October 2026.
- A full-time monthly minimum wage from an hourly rate (173.3 hours; 209 in South Korea, the official convention) or a daily rate (26 days).
- Programme pay as a multiple of the minimum wage, and the 2025 and 2027 South Korean monthly minimums.
- The cash value of one year on each programme.
- Gaps between city and national EF scores, and between reading and speaking scores.
- Each is arithmetic on published figures, labelled as derived, and should be recomputed from the sources before being quoted as a statistic.

Limits

- **Secondary sources.** The EF scores, the South Korean survey and seven of the eleven minimum wages were read through named secondary reports, not the publisher's own tables.
- **Twelve economies, not Asia.** South Asia, Central Asia, Mongolia, Laos and Myanmar are not profiled. India, with the region's largest population, appears only as an EF rank in the global edition.
- **Five profiles are thin.** Indonesia, Malaysia, Singapore, the Philippines and Cambodia have little or no pay or visa evidence, and the profiles say so.
- **No original survey.** No figure comes from a survey by the Institute or from the Institute's own customer data.
- **One dated salary.** Hong Kong's NET salary range is from March 2024.

Corrections to the global edition. This edition adds Taiwan's and Hong Kong's programmes to the list of those that publish pay; the global edition's statement that only four do should read at least six. The global edition's statement that scores were not available for the EF index is superseded for the ten economies charted here. Later corrections will be recorded on the Institute's editorial standards page.

SECTION 12

Sources, citation and disclosure

1. Taiwan Ministry of Education, Taiwan Foreign English Teacher Program: remuneration and requirements (documents on english.moe.gov.tw and depart.moe.edu.tw); TFETP portal, remuneration page, effective 1 August 2024 (read 19 November 2026)
2. Taiwan Ministry of Education, MOE to continue recruiting foreign English teaching talent in 2026, 23 February 2026 (read 20 September 2026)
3. Hong Kong Education Bureau, NET Scheme: remuneration package, special allowance form, recruitment of primary NETs for 2026/27, memorandum on terms and conditions (June 2026) (read 19 November 2026); recruitment advertisement, HK Talent Engage, 8 March 2024
4. Hong Kong Labour Department, Statutory Minimum Wage: concise guide, effective 1 May 2026
5. South Korea Minimum Wage Commission, 2026 and 2027 rates, as reported by WageIndicator and Korea JoongAng Daily (14 July 2026)
6. Japan Ministry of Health, Labour and Welfare, FY2026 regional minimum wages, as reported by The Korea Herald and Trading Economics
7. Taiwan Ministry of Labor, minimum wage from 1 January 2026, as reported by Human Resources Online; 2027 rate as reported by Employer Records
8. Trading Economics, Minimum Wages, country list (secondary tabulation of national sources; read 19 November 2026)
9. EF Education First, EF English Proficiency Index 2025, launch release, 19 November 2025. ef.com/epi
10. Jakarta Globe, EF report: Indonesia placed 80th worldwide in English proficiency index, 19 November 2025 (secondary)
11. Seasia, Malaysia Secures Top Spot in Asia's English Proficiency 2025, 22 November 2025 (secondary)
12. Human Resources Online, 2025 ranking: English proficiency levels around Asia (secondary; Hong Kong skill and district scores)
13. Nippon.com, Very Low Proficiency: Japan Drops into Bottom Group in English Ability Ranking (secondary; Asian ranks)
14. Grab, Southeast Asia English Proficiency Rankings 2025 (secondary tabulation of EF city and national scores)
15. World of Buzz, via Newswav, 21 November 2025 (secondary; Singapore's removal from the 2025 index)
16. South Korea Ministry of Education and Ministry of Data and Statistics, 2025 private education expenditures survey, 12 March 2026, as reported by The Asia Business Daily, Korea JoongAng Daily and The Korea Times
17. Viet Nam Government Portal, English to become compulsory language from grade 1 nationwide by 2030, 31 October 2025 (read 20 September 2026)
18. JET Program USA, application and departure page; CLAIR remuneration; Embassy of Japan in the UK; JET Programme Canada (verified 17 October 2026, global edition)
19. The JET Programme official site, participant figures as of July 2026 (read 20 September 2026)
20. Japan Ministry of Internal Affairs and Communications (Soumu), FY2025 overview of the JET Programme (read 12 November 2026, global edition)
21. EPIK, salary and benefits, page dated 4 May 2026 (verified 17 October 2026); application pages (read 20 September 2026)
22. Market.us, English Language Training (ELT) Market Size, 26 August 2025 (checked 1 November 2026, global edition)
23. Bank of Lithuania, euro foreign exchange reference rates, 9 October 2026 (European Central Bank rates)
24. Ofqual, Register of Regulated Qualifications: 610/1571/4 and 610/1573/8, Highfield Qualifications RN5219 (confirmed by hand 1 September 2026, global edition)
25. GoOverseas, International TEFL Academy, ESLstarter and Teach Away: pay, cost-of-living, visa and requirement estimates (compiled March 2026, not re-verified)
26. Research and Markets, digital English language learning forecast (compiled March 2026, not re-verified)
27. ScienceDirect, study on ChatGPT and teacher feedback in EFL argumentative writing, 2025
28. The TEFL Institute, The Atlas, Edition 2: Asia's government English teaching programmes, 20 September 2026; guides to teaching in South Korea, Thailand, Singapore and China (2026)
29. 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: Asia, published November 2026, teflinstitute.com/teaching-english-in-asia. New datasets read 19 November 2026; JET and EPIK figures verified 17 October 2026; qualification references confirmed 1 September 2026; market estimates compiled March 2026 and labelled as estimates.

Related publications

- **The State of TEFL 2027, global edition** (12 November 2026): the market, the four programmes outside and inside Asia, visas and the corrections ledger.
- **The State of TEFL 2027: Europe** (19 November 2026): the companion regional edition, built on the same three-part basis.
- **The Atlas, Edition 2** (20 September 2026): Asia's government English teaching programmes, with euro conversions.
- **The Hire Wire**: the Institute's fortnightly report on application windows and deadlines, where the dates in Section 7 are kept current.

About the author and The TEFL Institute

Ian O'Sullivan is the founder of The TEFL Institute Group and has worked in TEFL since 2002. 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, The Atlas, a monthly partner briefing, and The State of TEFL, its annual market report, of which this is the Asia edition.

© 2027 The TEFL Institute. This report may be quoted with attribution. Commercial-interest disclosure: The TEFL Institute sells TEFL courses, including the regulated qualifications referenced in Section 8; no course is recommended in this report and no figure is drawn from the Institute's own data. Third-party sources are named, not linked.