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

The State of TEFL 2027

Middle East

Middle East edition · Published November 2026

Teaching English in the Middle East in 28 pages and 11 charts: how well the region speaks English on the index published this week, what the market says teachers are paid, what the law guarantees where no wage floor exists, which jobs a TEFL certificate opens, and what could not be found. Eight country profiles. Every figure dated and sourced.

$2,200–5,500
estimated monthly pay in the Gulf, tax-free

0
government pay scales for foreign English teachers found

1
Gulf state with a minimum wage for every worker: Qatar

8
country profiles, from the UAE to Egypt

Published by The TEFL Institute · teflinstitute.com
EF index 2026 and labour rules read 19 November 2026 · Market estimates compiled March 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	The Middle East in the global market	5
3	Demand: how well the region speaks English	6
4	Pay: what is published and what is estimated	9
5	The legal floor: minimum wage, the contract, end-of-service pay and tax	12
6	Who can hire you: schools, licences and attestation	16
7	Eight country profiles	18
8	Right to work	22
9	Qualifications employers can verify	23
10	Checks and what to watch in 2027	24
11	What this report could not find, and methodology	26
12	Sources, citation and disclosure	28

How to read the charts

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

Official
A rule or figure set by a government or regulator, and dated. Green. Where it was read on a secondary page, the page says so.

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

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

Dates that matter

What	When it was checked
EF English Proficiency Index 2026: scores, ranks and skill scores for seven countries	19 November 2026, EF's launch release of 18 November 2026 and EF's country fact sheets
Minimum wage rules in the six Gulf states and Jordan	19 November 2026, on named secondary pages; no labour ministry page was read directly
End-of-service pay rules in the six Gulf states	19 November 2026, one secondary guide that cites official sources
Dubai school staff registration	19 November 2026, the regulator's own service page; qualification detail from press summaries
Gulf pay, cost-of-living, requirement and visa estimates	Compiled March 2026 for the global edition; labelled wherever they appear
Qualification references (Ofqual register)	1 September 2026, by hand (global edition)

How this edition relates to the global report. This is the Middle East edition of The State of TEFL 2027. It carries forward the Gulf figures from the global edition and adds three datasets read on 19 November 2026: the EF index published the day before, the minimum wage rules, and the end-of-service pay rules. It covers the six Gulf states in full and Jordan and Egypt more briefly. Turkey is in the Europe tables of the global edition and is not repeated here. Where a figure could not be sourced it is left out and the gap is stated. Gulf pay is quoted in US dollars as in the global edition. Qatar's legal minimum is converted at the riyal's fixed rate of 3.64 to the dollar; no other local figure is converted.

SECTION 1

Executive summary

> **In one paragraph.** The Gulf pays English teachers more cash than anywhere else in this series and publishes less about it than anywhere else. Market estimates put pay at US$2,200 to US$5,500 a month tax-free, usually with housing, but no government pay scale for foreign English teachers was found in any of the eight countries covered, against six programmes that publish one in Asia and Europe. The legal floor is thin: Qatar is the only Gulf state whose minimum wage covers every worker, at 1,000 riyals a month basic. Everywhere else the contract is the floor. Measured English is low and falling: EF's 2026 index, published on 18 November 2026, records the Middle East as the region with the steepest decline, and all seven countries read score below the global average.

This edition is written for a teacher weighing a Gulf offer: what the headline figure is worth, what the law guarantees, and which jobs a TEFL certificate does and does not open.

If you	Your main question	Start at
Hold a degree and a TEFL certificate	Which employers can hire you, and at what pay	Section 6, then Section 4
Are a licensed school teacher	What the school registration and attestation steps are	Section 6, page 17
Have an offer in hand	What the contract must say, and what you are owed when you leave	Section 5, pages 13 and 14
Do not hold a degree	Whether any Gulf route is open	Section 8: on the estimates read, no

What is new in the Middle East edition

- **The EF index for 2026, one day old.** Scores, ranks and four skill scores for the UAE, Egypt, Kuwait, Qatar, Jordan, Oman and Saudi Arabia. Writing is the weakest skill in all seven.
- **The legal floor, country by country.** Which Gulf states set a minimum wage, and for whom. For an expatriate teacher the answer is one: Qatar.
- **End-of-service pay.** The gratuity each Gulf state's law sets for a departing foreign employee, and why the split between basic wage and allowances decides its size.
- **The licence line.** School posts in Dubai and Abu Dhabi ask for a teaching qualification. A TEFL certificate alone does not meet it.
- **Eight 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
Gulf pay for an English teacher Estimate	US$2,200 to US$5,500 a month, tax-free	Global edition, job listings compiled March 2026
Government pay scales found Not published	None, in eight countries	This edition, sources read 19 November 2026
Qatar's minimum wage, all workers Official	1,000 riyals basic; 1,800 with housing and food allowances	Law No. 17 of 2020, read on secondary pages
Highest and lowest EF score Survey	UAE 482; Saudi Arabia 406; global average 485	EF EPI 2026, 18 November 2026
Qatar's EF score, year on year Survey	Down 34 points, from 469 to 435	EF country fact sheets, 2025 and 2026

AT A GLANCE

Twelve numbers and ten findings you can quote

Start here. Twelve figures carry most of the argument. Each shows its source underneath.

485
Global average EF score, 2026
EF, 18 Nov 2026

482
UAE, the highest of the seven countries read; rank 67 of 117
EF fact sheet, 2026

406
Saudi Arabia, the lowest of the seven; rank 107
EF fact sheet, 2026

–34
Points lost by Qatar in a year, 469 to 435
EF fact sheets, 2025 and 2026

7 of 7
Countries where writing is the weakest of the four skills
EF fact sheets, 2026

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

0
Government pay scales for foreign English teachers found in eight countries
This edition

6
Programmes that publish one in Asia and Europe
Global and Asia editions

$2,200–5,500
Estimated monthly pay in the Gulf, US dollars, tax-free
Global edition, March 2026

1
Gulf state with a minimum wage covering every worker: Qatar
Secondary reading, 19 Nov 2026

QAR 1,800
Qatar's floor with housing and food allowances, about US$495
Law No. 17 of 2020

2–4 weeks
Estimated UAE employment visa processing
Global edition, March 2026

Ten findings in citable form

Each sentence stands alone, with its source and date, so it can be quoted without the surrounding text. Basis: official = a legal rule or regulator's page; estimate = compiled March 2026; survey = EF test-taker index; derived = arithmetic on published figures.

1. The Middle East recorded the steepest regional decline in English proficiency in the EF English Proficiency Index 2026, and writing is a distinctive weakness across Arabic-speaking countries (EF, 18 November 2026).
2. All seven Middle Eastern countries read for this report score below the 2026 global average of 485: the UAE 482, Egypt 452, Kuwait 447, Qatar 435, Jordan 422, Oman 418 and Saudi Arabia 406 (EF country fact sheets, 2026).
3. Qatar's EF score fell 34 points in a year, from 469 to 435, the largest fall of the seven; Oman's rose 11 points and Saudi Arabia's 2 (derived from EF fact sheets, 2025 and 2026).
4. Writing is the lowest of the four skills in all seven countries; in Qatar it scores 349 against 491 for speaking, a gap of 142 points (EF country fact sheets, 2026; gap derived).
5. No government pay scale for foreign English teachers was found in the UAE, Saudi Arabia, Qatar, Kuwait, Oman, Bahrain, Jordan or Egypt, against six programmes that publish one in Asia and Europe (The State of TEFL 2027, sources read 19 November 2026).
6. Market estimates put English-teacher pay at US$3,500 to US$5,500 a month in the UAE, US$2,200 to US$5,000 in Saudi Arabia and US$2,600 to US$4,000 in Kuwait, tax-free and usually with housing (job-listing compilation, March 2026; not re-verified).
7. Qatar is the only Gulf state with a minimum wage that covers all workers of all nationalities: 1,000 riyals a month basic, or 1,800 riyals where the employer provides neither housing nor food (Law No. 17 of 2020, in force 20 March 2021; read on secondary pages).
8. The UAE has no statutory minimum wage for expatriate workers; a floor of 6,000 dirhams a month applies to Emirati nationals in the private sector from 1 January 2026 (read on secondary pages, 19 November 2026).
9. End-of-service pay for foreign employees is set by law in all six Gulf states; in the UAE it is 21 days' basic wage for each of the first five years and 30 days for each year after (secondary guide citing official sources, read 19 November 2026).
10. A private school in Dubai, not the teacher, applies to the regulator to register a member of teaching staff, and class-teacher posts ask for an education degree or a degree with a postgraduate teaching qualification (KHDA service page; press summaries of KHDA rules).

Quoting these. Findings 1 to 4 are EF's data and describe people who took EF's test in 2025. Finding 5 is a finding of absence and should be quoted with its qualifier, "was found". Finding 6 is an estimate. Findings 7 to 10 are legal rules that this report read on secondary pages or press summaries, except the KHDA service page; anyone relying on them should read the ministry or regulator directly.

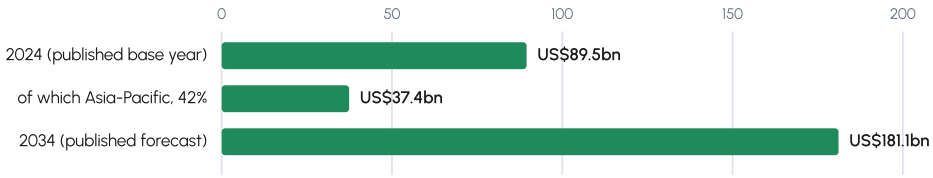
SECTION 2

The Middle East in the global market

How big is the Middle East's share? No source checked for this series publishes one. Market.us values the global English language training market at US$89.5 billion in 2024 and forecasts US$181.1 billion by 2034, and gives a regional share only for Asia-Pacific, at 42%. The other 58% is not broken down by region, so no Middle East figure is drawn here.

Global English language training market

US$ billion. Market.us publishes 2024 and 2034; no Middle East share is published.



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

42%
Asia-Pacific share of the 2024 market
Market.us

58%
Outside Asia-Pacific, not broken down by region
Derived

7.3%
Forecast yearly growth, 2025 to 2034
Market.us

What the global edition says about the region

Measure	Middle East	Basis
Share of the global market	No published share	Stated gap
What drives demand	Tax-free salaries, international schools, economic diversification	Global edition, descriptive
What it means for an applicant	Highest cash pay; degree plus TEFL, and often a teaching licence for schools	Global edition, provider guidance March 2026
TEFL hours usually asked	120 or more	Estimate, March 2026
Degree	Bachelor's, often in a relevant field	Estimate, March 2026
Other documents	Background check; medical; experience usually required	Estimate, March 2026

What cannot be said

- **How many teachers.** No headcount of foreign English teachers was found for any country in this report.
- **How many learners.** The British Council's 1.5 billion learners is a world figure; no regional split was read.
- **How fast the region is growing.** The 7.3% is a world forecast. Applying it to the Gulf would be a guess.

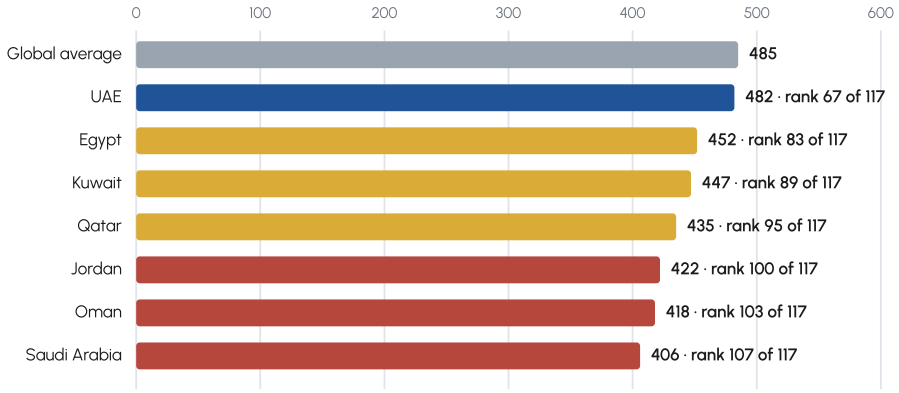
SECTION 3

How well the region speaks English: the 2026 index

Which country scores highest? The UAE, at 482, three points below the global average of 485 and ranked 67th of 117. Saudi Arabia is lowest of the seven read, at 406 and 107th. EF's 2026 index was published on 18 November 2026 from the results of 2.3 million adults who took its test in 2025, and it names the Middle East as the region with the steepest decline.

EF English Proficiency Index 2026: score by country

EF score. The grey bar is the global average. Blue: 470 and above. Amber: 430 to 469. Red: below 430. The colour bands are this report's, not EF's.



Source: EF Education First, EF English Proficiency Index 2026, country fact sheets; published 18 November 2026, read 19 November 2026. Bahrain: no 2026 fact sheet was found.

437
Simple average of the seven scores
Derived; not an EF regional figure

76
Points between the highest score (UAE) and the lowest (Saudi Arabia)
Derived

615
Sweden, first in the world in 2026
EF, 18 Nov 2026

Reading the chart

- **Nobody clears the average.** The UAE comes within three points. The other six sit 33 to 79 points below it.
- **The Gulf is not one market.** The UAE and Kuwait sit 35 points apart, and Saudi Arabia is 76 points below the UAE. A teacher moving between them will meet different starting levels.
- **Egypt outscores most of the Gulf.** At 452 it is second of the seven, above Kuwait, Qatar, Oman and Saudi Arabia.
- **Sweden leads the world at 615.** The gap from the UAE to the top of the index is 133 points, wider than the gap from the UAE to Saudi Arabia.

EF's index ranks people who took EF's online test. It is a comparative signal, not a census of a country's English, and it says nothing about pay.

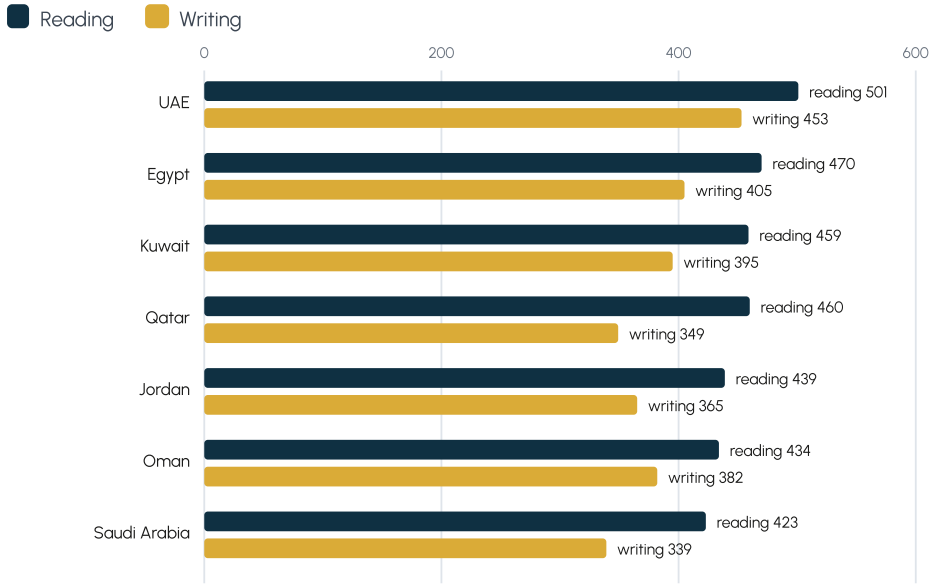
SECTION 3

Four skills: reading is strongest, writing weakest

Where is the gap? In writing. It is the lowest of the four skills in all seven countries, and reading is the highest in six. Qatar is the exception at the top: speaking is its strongest skill, at 491, and its writing score of 349 is 142 points lower. EF's own summary is that writing is a distinctive weakness across Arabic-speaking countries.

Reading against writing, EF 2026

EF skill scores. Navy: reading. Amber: writing.



Source: EF Education First, EF English Proficiency Index 2026, country fact sheets; published 18 November 2026, read 19 November 2026.

CANONICAL DATA BLOCK · EF EPI 2026 SKILL SCORES

Country	Score	Rank of 117	Reading	Listening	Writing	Speaking	Reading minus writing
UAE	482	67	501	474	**453**	469	48
Egypt	452	83	470	438	**405**	450	65
Kuwait	447	89	459	452	**395**	446	64
Qatar	435	95	460	410	**349**	491	111
Jordan	422	100	439	422	**365**	419	74
Oman	418	103	434	408	**382**	425	52
Saudi Arabia	406	107	423	410	**339**	409	84

Read from EF's country fact sheets on 19 November 2026. The last column is derived. Bold marks the lowest skill in each row.

What it means in a classroom

- **Writing is the skill to plan for.** A learner who reads at one level and writes far below it needs structured writing practice, not more reading. That is a teaching inference from the scores, not an EF finding.
- **Saudi Arabia's writing score is the lowest figure on the page,** at 339, and 84 points below its reading.
- **The UAE has the narrowest gap,** 48 points, and the only reading score above 500.

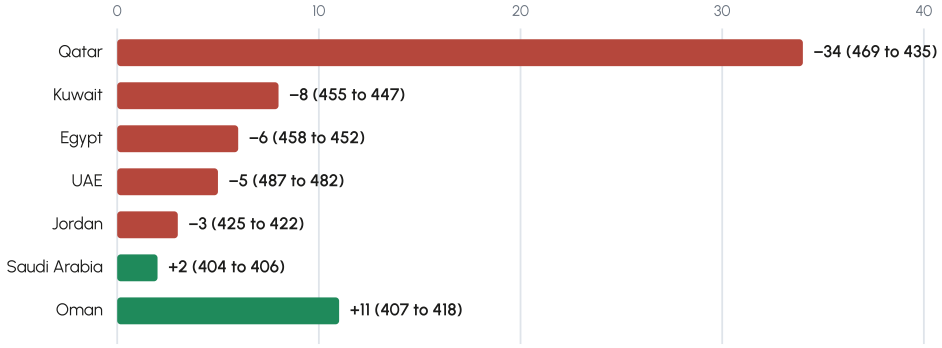
SECTION 3

One year on: who rose and who fell

What changed between the 2025 and 2026 editions? Five of the seven scores fell. Qatar lost 34 points, the largest move by far. Oman gained 11 and Saudi Arabia 2. The global average also fell, from 488 to 485, in what EF reports as a fifth consecutive yearly decline, with more than two-thirds of countries scoring lower.

Change in EF score, 2025 edition to 2026 edition

Points. Red: fell. Green: rose. Bars show the size of the change.



Source: EF country fact sheets for the 2025 and 2026 editions, read 19 November 2026. The change is derived and matches the change printed on each 2026 sheet.

Country	2025 score	2025 rank of 123	2026 score	2026 rank of 117	Change in score
UAE	487	72	482	67	−5
Egypt	458	89	452	83	−6
Kuwait	455	93	447	89	−8
Qatar	469	81	435	95	−34
Jordan	425	105	422	100	−3
Oman	407	112	418	103	+11
Saudi Arabia	404	115	406	107	+2

How to read a change

- **Compare scores, not ranks.** The 2025 edition ranked 123 countries and regions and the 2026 edition 117. The UAE's rank improved from 72 to 67 while its score fell.
- **A large swing may be the sample.** EF's index depends on who took the test in a given year. A 34-point move in a small country can reflect a different group of test takers. EF's sample sizes by country were not read.
- **One year is not a trend.** EF's regional finding is about 2026. This report did not read the longer series.

A correction for the rest of this series. The global, Europe and Asia editions of The State of TEFL 2027 cite EF's 2025 index, which was the latest when they were written. In the 2026 edition Sweden ranks first with 615 and the Netherlands, first in 2025, is fifth with 609. Those editions are being updated.

SECTION 4

Pay: nothing official is published

Which programmes publish a salary? None was found. Across the UAE, Saudi Arabia, Qatar, Kuwait, Oman, Bahrain, Jordan and Egypt, this report found no government programme or ministry page that publishes a pay scale for foreign English teachers. Asia and Europe have six between them. Every Gulf pay figure in circulation, including the ranges on the next page, is a market estimate.

Programmes that publish a pay scale for foreign English teachers

Count of programmes with an official, dated scale in this series.



Source: The State of TEFL 2027, global, Europe and Asia editions; this edition's sources, read 19 November 2026.

What "none found" covers

Looked for	Result	What was not checked
A government programme recruiting foreign English teachers on a published scale	None found	Each ministry of education's own site was not searched page by page
A regulator's published pay band for private school teachers	None found	Abu Dhabi's and Qatar's regulators were not read at source
A public-sector teacher pay scale open to foreign hires	None found	Kuwait's Ministry of Education was not read at source
An official survey of teacher pay	None found	National statistics offices were not searched

Why it matters

- **There is nothing to hold an employer to.** A JET or EPIK applicant can point to a page. A Gulf applicant can point only to the contract.
- **Ranges hide different jobs.** A school post, a university foundation-year post, a language institute and a corporate training contract all appear in the same estimate.
- **Third-party figures are everywhere.** Recruiters, course providers and relocation firms publish salary tables. Several were seen while this report was researched. None gave a method, and none is used here.

This is a finding of absence. If a reader knows of an official scale that this edition missed, the Institute will add it and record the correction.

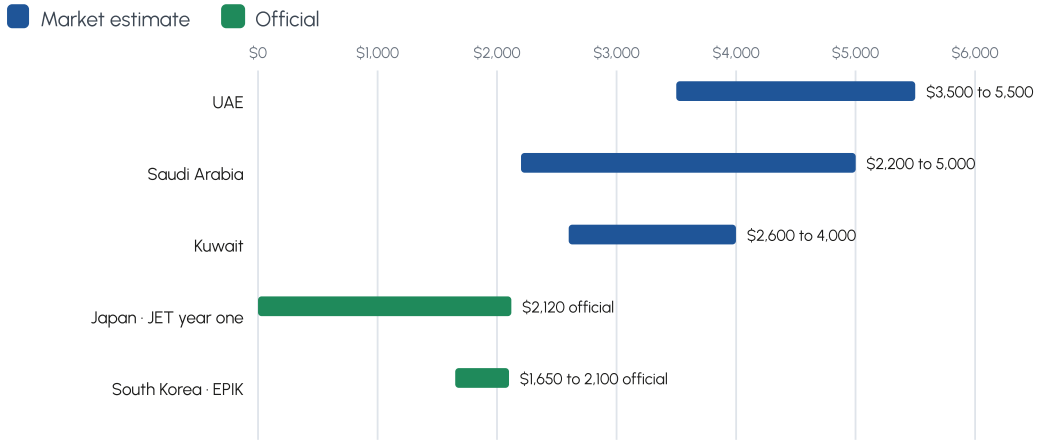
SECTION 4

What the market estimates say

How much do English teachers earn in the Gulf? On market estimates compiled from job listings in March 2026: US$3,500 to US$5,500 a month in the UAE, US$2,200 to US$5,000 in Saudi Arabia and US$2,600 to US$4,000 in Kuwait, tax-free and usually with housing. The two official East Asian figures are shown for comparison. No estimate was compiled for Qatar, Oman, Bahrain, Jordan or Egypt.

Monthly pay, US dollars

Blue: market estimate, March 2026, not re-verified. Green: official programme pay, verified 17 October 2026.



Sources: The State of TEFL 2027, global edition: market estimates compiled March 2026 from GoOverseas, International TEFL Academy and ESLstarter listings; not re-verified. JET and EPIK: programme pages, verified 17 October 2026 (global edition).

Country	Monthly pay, USD Estimate	Tax Estimate	Housing Estimate	Degree Estimate
UAE	$3,500 to $5,500	Tax-free	Often included	Yes
Saudi Arabia	$2,200 to $5,000	Tax-free	Usually included	Yes
Kuwait	$2,600 to $4,000	Tax-free	Usually included	Yes
Qatar, Oman, Bahrain	No estimate compiled	—	—	—
Jordan, Egypt	No estimate compiled	—	—	—

Reading the ranges

- **Saudi Arabia's range is the widest,** US$2,800 from bottom to top. A range that wide is several different jobs in one row.
- **The UAE has the highest floor,** US$3,500, and the highest ceiling.
- **Listings show asking pay.** They show what employers advertise, not what teachers are paid, and they over-represent the employers who advertise in English.
- **Eight months old.** The estimates were compiled in March 2026 and have not been checked since.

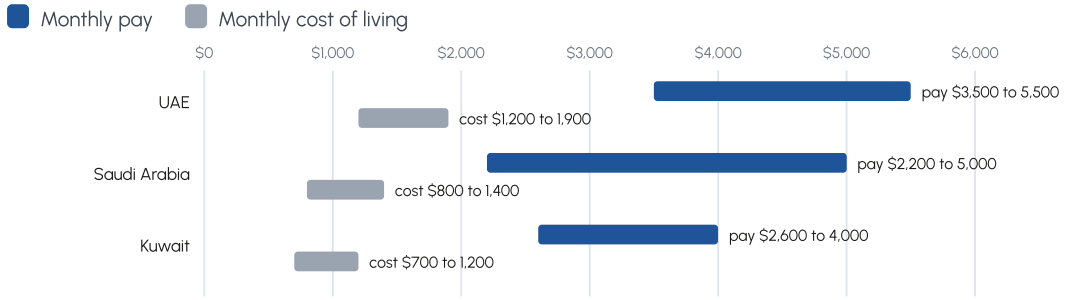
SECTION 4

Pay against the cost of living

What does the pay buy? On the same March 2026 estimates, the Gulf shows the widest gap between pay and living costs of any region in this series. The UAE's cost of living is put at US$1,200 to US$1,900 a month, Saudi Arabia's at US$800 to US$1,400 and Kuwait's at US$700 to US$1,200. Housing is described as often or usually included, which the cost figures do not adjust for.

Monthly pay against monthly cost of living, US dollars

Blue: pay estimate. Grey: cost-of-living estimate. Both March 2026.



Source: The State of TEFL 2027, global edition: market estimates compiled March 2026 from GoOverseas, International TEFL Academy and ESLstarter listings; not re-verified.

Country	Lowest pay minus highest cost Derived	Highest pay minus lowest cost Derived	Housing
UAE	$1,600	$4,300	Often included
Saudi Arabia	$800	$4,200	Usually included
Kuwait	$1,400	$3,300	Usually included

The two derived columns are the narrowest and widest gaps the ranges allow. They are arithmetic on estimates, not savings figures.

Four cautions

- **No savings rate is claimed.** The global edition withdrew an earlier "30 to 50% saved" figure because it came from a provider's marketing page.
- **The worst case still clears.** In all three countries the lowest pay estimate is above the highest cost estimate, by US$800 in Saudi Arabia.
- **Cost of living is one number.** It does not separate rent from food and transport, and it does not include flights home, document costs or school fees for children.
- **Housing changes everything.** Where the employer provides the apartment, the cost bar overstates what the teacher pays. Where the contract gives an allowance, ask whether it covers the rent in that city.

SECTION 5

The legal floor: minimum wage

> **Is there a minimum wage?** For a foreign teacher, only in Qatar. Its law sets 1,000 riyals a month basic for all workers of all nationalities, plus 500 for housing and 300 for food where the employer does not provide them. The UAE, Saudi Arabia and Bahrain set floors for their own nationals only. Kuwait's 75 dinars is reported with conflicting scope.

CANONICAL DATA BLOCK · MINIMUM WAGE RULES

Country	Rule as read	Covers a foreign teacher?	Basis
Qatar	1,000 riyals a month basic; plus 500 housing and 300 food if not provided; 1,800 in all. Law No. 17 of 2020, in force 20 March 2021	**Yes.** All workers, all nationalities	Official Secondary
UAE	No general statutory minimum. 6,000 dirhams a month for Emirati nationals in the private sector from 1 January 2026	No	Official Secondary
Saudi Arabia	No universal minimum. 4,000 riyals a month is the level at which a Saudi national counts in full towards an employer's quota	No	Official Secondary
Kuwait	75 dinars a month	**Unresolved.** One source says private-sector workers, one says nationals, one says no minimum for expatriates	Secondary
Oman	A rate that mainly applies to Omani nationals; figure not read	Not on the sources read	Secondary
Bahrain	No general private-sector minimum; 300 dinars quoted for nationals	No	Secondary
Jordan	290 dinars a month, about US$409	Not confirmed for non-Jordanians	Secondary
Egypt	Not read	Gap	Not published

Read on 19 November 2026 on employer-guide and legal-guide pages (Employsome, Commoner Law, Playroll, wage.is, Activpayroll). No labour ministry page was read directly. Jordan's dollar figure is the source's own conversion.

QAR 1,000
Qatar basic minimum, about US$275 a month
Derived at 3.64 to the dollar

QAR 1,800
With both allowances, about US$495
Derived

1 of 6
Gulf states where the floor covers a foreign worker
Secondary reading

What this changes

- **The usual check does not work here.** Elsewhere in this series the advice is to compare an offer with the legal minimum wage. In five Gulf states there is none to compare with.
- **Qatar's floor is far below any teaching offer.** US$495 a month is a legal fact, not a benchmark for a teacher. Its value is that it exists and applies to everyone.
- **Kuwait is left open.** Three sources disagree, so this report prints the disagreement and does not choose.

SECTION 5

When the contract is the floor

> **What protects a teacher's pay?** The contract, and the labour law's rules on what a contract must deliver. With no wage floor for foreign workers in most of the Gulf, the figures written into the offer are the only ones that can be enforced. The split between basic wage and allowances matters most, because end-of-service pay in the UAE and Qatar is calculated on basic wage alone.

Line in the offer	Why it matters	What to ask
Basic wage	The UAE and Qatar calculate end-of-service pay on it. A high total with a low basic wage means a small gratuity	The basic wage as a figure, not a percentage
Housing	Provided housing and a housing allowance are different things. The March estimates say housing is often or usually included	Is it an apartment or cash, and does the cash cover rent in that city
Other allowances	Transport, flights, medical cover and school fees are where packages differ most	Each allowance in writing, with who it covers
Contract length	End-of-service pay accrues by year of service	The start and end dates, and the notice terms
Hours	Estimates describe a monthly salary and say nothing about contact hours	Weekly teaching hours and any duties outside them
Sponsor	The employer sponsors the work visa	Who pays for the visa, the medical and document attestation

An illustration of why basic wage matters

	Offer A	Offer B
Total monthly pay	15,000 dirhams	15,000 dirhams
Of which basic wage	12,000	7,500
Of which allowances	3,000	7,500
UAE end-of-service pay per year, first five years Derived	8,400 dirhams	5,250 dirhams
After three years Derived	25,200 dirhams	15,750 dirhams

Illustration only: the offers are invented to show the arithmetic and are not pay data. The calculation takes 21 days' basic wage a year and a 30-day month; the law's own method of counting a day's wage was not read, so the true figure may differ.

- **Same headline, different exit.** Two offers with identical monthly pay differ by 9,450 dirhams after three years, on this arithmetic.
- **Saudi Arabia and Kuwait count allowances,** on the guide read, so the split matters less there.
- **Get it in the contract.** A figure in an email or a recruiter's message is not the contract.

This page describes rules as read on a secondary guide. It is not legal advice, and a teacher with a dispute should go to the labour ministry of the country concerned.

SECTION 5

End-of-service pay

> **What is a teacher owed on leaving?** A gratuity set by law in each of the six Gulf states. The UAE pays 21 days' basic wage for each of the first five years and 30 days after. Saudi Arabia and Kuwait pay half a month a year for five years and a month after, on a wage that counts allowances. Qatar pays at least three weeks' basic wage a year. Oman and Bahrain are moving to funded systems.

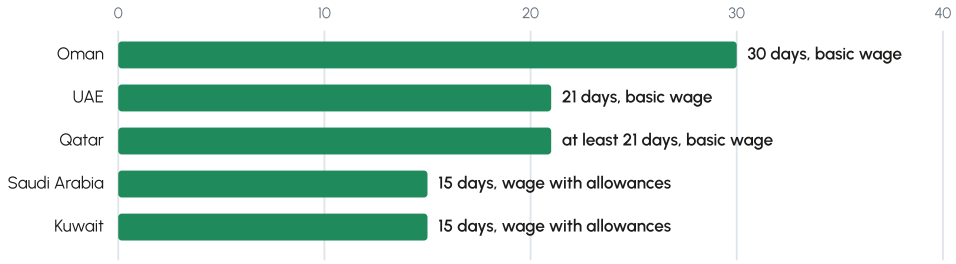
CANONICAL DATA BLOCK · END-OF-SERVICE PAY FOR FOREIGN EMPLOYEES

Country	Rule as read	Calculated on
UAE	21 days a year for the first five years; 30 days a year after	Basic wage
Saudi Arabia	Half a month a year for five years; one month a year after	Wage including allowances
Kuwait	15 days a year for five years; one month a year after	Wage including allowances
Qatar	At least three weeks a year	Basic wage
Oman	At least one basic wage a year; a 9% savings system replaces it by 19 July 2027	Basic wage
Bahrain	Funded since 1 March 2024 by employer contributions to the Social Insurance Organisation: 4.2% of wage for three years, 8.4% after	Wage

Read on 19 November 2026 on one secondary guide to Gulf employment law (Teamed), which states that each answer is checked against an official source. The laws themselves were not read. Qualifying periods, caps and what happens on resignation were not read and differ by country.

Days of wage earned per year of service, first five years

Days. Derived from the rules above; half a month taken as 15 days, three weeks as 21, one month as 30.



Derived from the rules as read. Bahrain's contribution system is not comparable and is not drawn.

Three readings

- **Days are not money.** Fifteen days of a wage that counts allowances can be worth more than 21 days of a low basic wage. Page 13 shows the arithmetic.
- **Two systems are changing.** Bahrain's has been funded through contributions since March 2024, and Oman's switches by July 2027. A contract signed now may end under different rules.
- **It rewards staying.** Every scheme with a rate step pays more per year after the fifth year.

SECTION 5

Tax: what "tax-free" covers

> **Is Gulf pay really tax-free?** On the sources read, yes for the country where the work is done, with gaps. Qatar charges no personal income tax and no social insurance on a foreign worker's pay. The global edition describes pay in the UAE, Saudi Arabia and Kuwait as tax-free on the March 2026 estimates. Oman and Bahrain were not read. Home-country tax is a separate question that this report does not answer.

Country	Income tax on a foreign teacher's pay	Deductions from pay	Basis
Qatar	None	None: no social insurance for foreign workers	Secondary
UAE	Described as tax-free	Not read	Estimate
Saudi Arabia	Described as tax-free	Not read	Estimate
Kuwait	Described as tax-free	Not read	Estimate
Oman	Not read	Not read	Not published
Bahrain	Not read	Social insurance contributions exist; whether and how they apply to a foreign teacher was not read	Not published
Jordan	Not read	Not read	Not published
Egypt	Not read	Not read	Not published

What "tax-free" leaves out

- **Your home country.** Some countries tax their citizens or residents on income earned abroad. United States citizens remain within the US tax system wherever they live. Whether and how much a teacher owes depends on their own country's rules and on how long they are away; no figure is given here.
- **Take-home is the gross only where nothing is deducted.** That is confirmed here for Qatar alone.
- **Indirect taxes.** Sales taxes and fees affect the cost of living. None was read for this report.
- **The rules can change.** This report did not read any tax measure planned for 2027 and states none.

Why the table has so many gaps. Tax is the claim most often made about Gulf teaching and the one this report could check least. The honest position is that it is confirmed for one country, described for three on eight-month-old estimates, and unread for four. Ask the employer for a sample payslip.

SECTION 6

Who can hire a TEFL-qualified teacher

> **Does a TEFL certificate open a Gulf classroom?** Not a school classroom in Dubai or Abu Dhabi. Private schools there register teaching staff with the regulator, and a class-teacher post asks for an education degree or a degree with a postgraduate teaching qualification. TEFL-level work is in language institutes, training centres, corporate programmes and university foundation years. The global edition's line holds: a degree plus TEFL, and often a teaching licence for schools.

Employer type	What it asks for	Does a TEFL certificate with a degree meet it?	Basis
Private school, class teacher (Dubai)	Bachelor of Education, or a degree plus a postgraduate certificate or diploma in education	No	Secondary
Private school, subject teacher (Dubai)	A degree in the subject taught	Only with an English or related degree; ask the school	Secondary
School in Abu Dhabi	A recognised teaching qualification under the regulator's licensing system	No	Secondary
Language institute or training centre	A degree and a TEFL certificate of 120 hours or more	Yes, on provider guidance	Estimate
University foundation programme	Not read	Not known	Not published
Corporate training	Not read	Varies	Not published

School rows: Gulf News and Khaleej Times summaries of rules set by Dubai's Knowledge and Human Development Authority (KHDA), and recruiter guidance on Abu Dhabi's Department of Education and Knowledge (ADEK); read 19 November 2026. The regulators' own rule pages were not read, apart from the KHDA service page on page 17.

Why this matters for the pay estimates

- **The top of the range is school pay.** The estimates on page 10 mix school posts with institute posts. The higher figures belong to licensed teachers in schools, a job a TEFL certificate does not open.
- **Experience is usually asked for.** The global edition's requirements table lists experience as usually required in the Middle East, unlike East Asia.
- **A relevant degree helps.** The same table lists a bachelor's degree, often in a relevant field.
- **Outside the UAE this report is blind.** Licence rules for Saudi Arabia, Qatar, Kuwait, Oman, Bahrain, Jordan and Egypt were not read.

SECTION 6

The UAE: registration, licence and attestation

> **What are the steps?** The school leads. In Dubai a private school that has selected a teacher applies to the regulator for the teacher's appointment and registration. Before that, a foreign degree has to be attested: authenticated in the country that issued it, then by the UAE embassy there, then by the UAE Ministry of Foreign Affairs. Allow for this before any visa timing.

Step	Who does it	What it involves	Basis
1. Offer	School	Selects the teacher and issues the contract	—
2. Home-country authentication	Teacher	Degree and teaching certificates authenticated by the issuing country's authorities	Secondary
3. Embassy legalisation	Teacher	UAE embassy or consulate in that country	Secondary
4. Ministry of Foreign Affairs	Teacher or school	Attestation in the UAE	Secondary
5. Equivalency	Teacher or school	A Ministry of Education equivalency certificate may be required	Secondary
6. Registration (Dubai)	School	Applies to register the staff member in the regulator's system	Official
7. Work visa	School, as sponsor	Employment visa; 2 to 4 weeks on the March 2026 estimate	Estimate

Step 6: KHDA's own service page, "Requesting Faculty Registration", describes a service for private schools to register an educational staff member; seen 19 November 2026. Steps 2 to 5: recruiter and consultancy guidance. One recruiter page puts licence processing at six to twelve weeks from complete documents; that is an estimate.

Who regulates what

Emirate	Private schools	Government schools
Dubai	Knowledge and Human Development Authority (KHDA)	Ministry of Education
Abu Dhabi	Department of Education and Knowledge (ADEK)	ADEK
Federal	—	Ministry of Education, which also runs the national Teacher Licensing System

A conflict this report does not resolve. One source read says Dubai's regulator does not require a separate teacher licence; others say a licence under the national system is mandatory for every teacher. The national licensing rules were not read at source. What is printed above is the step the regulator's own page confirms: the school registers the teacher. Ask the school which licence, if any, it will apply for and who pays.

- **Start attestation early.** It happens in the home country and is the usual cause of delay.
- **Keep originals.** Each stage stamps the document it is given.
- **The other emirates** were not read.

SECTION 7

Country profiles: the United Arab Emirates and Saudi Arabia

The two markets most teachers ask about. The UAE has the highest pay estimate and the highest English score in the region. Saudi Arabia has the widest pay range and the lowest score. Neither sets a wage floor for a foreign worker.

United Arab Emirates

The highest estimate, the highest score, and a school sector that asks for a teaching qualification

EF EPI 2026 Survey
482 · rank 67 of 117 · –5 on 2025 · writing 453

Minimum wage Official
None for foreign workers; 6,000 dirhams for Emirati nationals from 1 Jan 2026

Market pay estimate Estimate
US$3,500 – 5,500 a month, tax-free; housing often included

Cost of living Estimate
US$1,200 – 1,900 a month

End-of-service pay Official
21 days' basic wage a year for five years, then 30

Visa Estimate
Employment visa; degree; TEFL; sponsor; 2 to 4 weeks

Read it as. The UAE is the one country here where part of the hiring process was read on a regulator's own page. A Dubai private school registers its teaching staff with the regulator, and class-teacher posts ask for an education degree or a postgraduate teaching qualification. For a teacher with a degree and a TEFL certificate, the realistic employers are language institutes and training centres. Reading is the country's strongest skill, at 501, and writing its weakest.

Check before you accept.

- Whether the post is in a school or an institute. A school post needs a teaching qualification; ask which licence or registration the school will apply for.
- The basic wage as a figure. End-of-service pay is 21 days of it for each of the first five years.
- Whether housing is an apartment or an allowance, and who pays for attestation, the medical and the visa.

Not found for this edition. A published pay figure of any kind; the national licensing rules at source; the other five emirates; rent.

Saudi Arabia

The widest range in the region and the lowest measured English

EF EPI 2026 Survey
406 · rank 107 of 117 · +2 on 2025 · writing 339

Minimum wage Official
None for foreign workers; 4,000 riyals is the quota level for Saudi nationals

Market pay estimate Estimate
US$2,200 – 5,000 a month, tax-free; housing usually included

Cost of living Estimate
US$800 – 1,400 a month

End-of-service pay Official
Half a month a year for five years, then a month; allowances count

Visa Estimate
Work visa (iqama); degree; TEFL; experience; 4 to 8 weeks

Read it as. Saudi Arabia pairs the lowest English score of the seven with one of the two scores that rose in 2026, by two points. Its writing score, 339, is the lowest single figure in this report. The pay range is too wide to describe one job, and the lowest pay estimate clears the highest cost estimate by only US$800. The global edition lists experience among the visa requirements, which it does not for the UAE.

Check before you accept.

- Which job the figure describes. The estimate runs from US$2,200 to US$5,000, which is several kinds of employer.
- The licence and document rules for your post, with the employer. None was read for this edition.
- Housing, flights and the end date, in the contract. End-of-service pay counts allowances, on the guide read.

Not found for this edition. Licence and document verification rules; any official pay figure; hiring seasons.

SECTION 7

Country profiles: Qatar and Kuwait

The one legal floor, and the one unresolved. Qatar is the only Gulf state whose minimum wage covers a foreign teacher, and the country whose English score fell furthest. Kuwait has a pay estimate and a minimum wage that sources cannot agree on.

Qatar

A minimum wage for everyone, no tax on pay, and a 34-point fall

EF EPI 2026 Survey
435 · rank 95 of 117 · –34 on 2025 · writing 349

Minimum wage Official
1,000 riyals basic; 1,800 with housing and food allowances, about US$495

Market pay estimate Not published
None compiled

Tax and deductions Official
No income tax; no social insurance on a foreign worker's pay

End-of-service pay Official
At least three weeks' basic wage a year

Visa Not published
Not read

Read it as. Qatar is the best documented country in this report on the legal side and the least on pay. Its law gives every worker a floor, and take-home pay equals gross pay because nothing is deducted. Its EF result is the outlier: speaking is the strongest skill at 491, writing the weakest at 349, and the overall score dropped from 469 to 435. A swing that large in a small country may reflect who sat the test, and EF's sample size was not read.

Check before you accept.

- That basic pay is at least 1,000 riyals and that housing and food are provided or paid for: the legal minimum applies to you.
- The basic wage, since end-of-service pay is at least three weeks of it a year.
- The level of the learners. Qatar's writing score is 142 points below its speaking score.

Not found for this edition. Any teacher pay figure; visa and licence rules; cost of living; whether the wage protection system covers private schools and institutes.

Kuwait

A pay estimate, a disputed minimum, and end-of-service pay that counts allowances

EF EPI 2026 Survey
447 · rank 89 of 117 · –8 on 2025 · writing 395

Minimum wage Secondary
75 dinars a month; scope disputed between sources

Market pay estimate Estimate
US$2,600 – 4,000 a month, tax-free; housing usually included

Cost of living Estimate
US$700 – 1,200 a month

End-of-service pay Official
15 days a year for five years, then a month; allowances count

Visa Not published
Not read

Read it as. Kuwait has the lowest cost-of-living estimate of the three Gulf states with pay data, so the gap between pay and costs is wide even at the bottom of the range: US$1,400 at its narrowest. It ranks third of the seven on EF's index, eight points down on 2025. The minimum wage row is the one place in this report where three sources gave three answers.

Check before you accept.

- The whole package against the US$2,600 to US$4,000 estimate, including whether housing is provided.
- Whether the 75-dinar minimum applies to you. Sources disagree; ask the employer and the labour authority.
- Notice terms and the end date: end-of-service pay steps up after the fifth year.

Not found for this edition. Who the minimum wage covers; visa and licence rules; any official pay figure; hiring seasons.

SECTION 7

Country profiles: Oman and Bahrain

The two Gulf states with the least data. No pay estimate was compiled for either, and neither sets a wage floor for a foreign worker on the sources read. Both are changing how end-of-service money is paid.

Oman

The largest gain on EF's index, and a gratuity system about to change

EF EPI 2026 Survey
418 · rank 103 of 117 · +11 on 2025 · writing 382

Minimum wage Secondary
A rate mainly for Omani nationals; figure not read

Market pay estimate Not published
None compiled

Tax Not published
Not read

End-of-service pay Official
At least one basic wage a year; 9% savings system by 19 July 2027

Visa Not published
Not read

Read it as. Oman's score rose 11 points to 418, the largest gain of the seven, and its rank moved from 112 to 103. It is still 67 points below the global average. The 2025 fact sheet reported insufficient data for Oman's writing score, so 2026 is the first year this report can show all four skills. On the labour side the notable fact is the date: contracts running past July 2027 will end under the new savings system.

Check before you accept.

- Pay, in writing. No estimate and no official figure was found for this edition.
- Which end-of-service rule applies to your contract dates: the system changes by 19 July 2027.
- Tax and deductions, with a sample payslip. Neither was read.

Not found for this edition. Pay of any kind; the minimum wage figure; tax; visa and licence rules; cost of living.

Bahrain

No EF fact sheet, no pay estimate, and a funded end-of-service system

EF EPI 2026 Not published
No 2026 fact sheet found

Minimum wage Secondary
None for the private sector generally; 300 dinars quoted for nationals

Market pay estimate Not published
None compiled

Deductions Not published
Social insurance contributions exist; application to foreign teachers not read

End-of-service pay Official
Employer contributions of 4.2% of wage for three years, 8.4% after, since 1 March 2024

Visa Not published
Not read

Read it as. Bahrain is the thinnest profile in this report. What can be said is structural: it is the first Gulf state here to fund end-of-service pay through monthly contributions to its Social Insurance Organisation, which, on the guide read, means the money is paid in as the contract runs. That reading is this report's inference. Everything a teacher would want to know about pay has to come from the employer.

Check before you accept.

- Pay, in writing. No estimate and no official figure was found.
- What is deducted from pay. Social insurance contributions exist and their application to a foreign teacher was not read.
- How end-of-service money reaches you under the contribution system in place since 1 March 2024.

Not found for this edition. An English proficiency score; pay; tax; visa and licence rules; cost of living.

SECTION 7

Country profiles: Jordan and Egypt

Outside the Gulf, and outside its pay. Neither country has a pay estimate in this series. Egypt has the second highest English score of the seven. Both are covered briefly here, and Egypt will appear again in the Africa edition.

Jordan

A minimum wage on record and an English score close to Oman's

EF EPI 2026 Survey
422 · rank 100 of 117 · –3 on 2025 · writing 365

Minimum wage Secondary
290 dinars a month, about US$409

Market pay estimate Not published
None compiled

Whole-economy average pay Secondary
613 dinars a month gross; not teacher pay

End-of-service pay Not published
Not read

Visa Not published
Not read

Read it as. Jordan is the one country outside the Gulf here with a minimum wage figure, read on a wage-comparison site that cites the Ministry of Labour. Whether it covers non-Jordanians was not read. The whole-economy average of 613 dinars is given only for scale: it is about twice the minimum and says nothing about what a language school pays. Jordan's score fell three points, the smallest fall of the five that fell.

Check before you accept.

- Pay against 290 dinars a month, the minimum wage read, and whether that minimum covers non-Jordanians.
- Who obtains the work permit. No rule was read for this edition.
- Tax and social security deductions. Neither was read.

Not found for this edition. Teacher pay; whether the minimum wage covers foreign workers; tax; visa and work permit rules.

Egypt

The second highest score of the seven, and no labour data read

EF EPI 2026 Survey
452 · rank 83 of 117 · –6 on 2025 · writing 405

Minimum wage Not published
Not read

Market pay estimate Not published
None compiled

Strongest and weakest skill Survey
Reading 470; writing 405

End-of-service pay Not published
Not read

Visa Not published
Not read

Read it as. Egypt scores 452, above every Gulf state except the UAE, and its rank moved from 89 to 83 while its score fell six points, because fewer countries were ranked. This report read nothing on pay, the minimum wage or work permits, and prints nothing rather than borrow from provider pages. The Africa edition of this series will carry Egypt in more depth.

Check before you accept.

- The currency of the contract and when pay is reviewed. No pay figure or minimum wage was read for this edition.
- Who obtains the work permit. No rule was read.
- The Africa edition of this series, which will carry Egypt's profile in more depth.

Not found for this edition. Pay; minimum wage; tax; visa and work permit rules; cost of living.

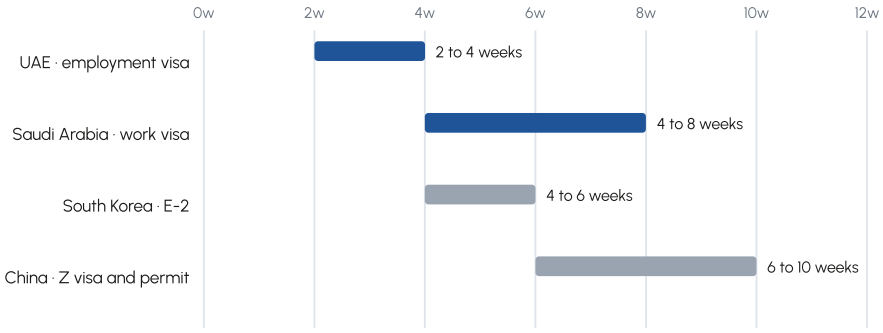
SECTION 8

Right to work

Who can get the visa? A graduate with an employer to sponsor them. On the global edition's March 2026 estimates, the UAE's employment visa and Saudi Arabia's work visa both require a bachelor's degree and a TEFL certificate, and Saudi Arabia's also lists experience. Processing is put at 2 to 4 weeks for the UAE and 4 to 8 for Saudi Arabia. Visa rules for the other six countries were not read.

Typical visa processing time, weeks

Indicative, compiled March 2026 from embassy and provider guidance; not re-verified. Two East Asian routes shown for comparison.



Source: The State of TEFL 2027, global edition (embassy and provider guidance, March 2026). Confirm with the embassy before relying on a figure.

Country	Route	Key requirements	Processing	Basis
UAE	Employment visa	Bachelor's; TEFL; employer sponsor	2 to 4 weeks	Estimate
Saudi Arabia	Work visa (iqama)	Bachelor's; TEFL; experience	4 to 8 weeks	Estimate
Qatar, Kuwait, Oman, Bahrain	Not read	Not read	Not read	Not published
Jordan, Egypt	Not read	Not read	Not read	Not published

What sits in front of the visa

- **Attestation.** Degree and certificate legalisation happens in the home country before the processing times above begin. Page 17 sets out the UAE chain.
- **A medical.** The global edition lists medicals among the documents that slow Gulf applications down.
- **A background check,** issued in the home country.
- **The sponsor.** The employer sponsors the visa in both countries read. The visa, not the employer, sets the minimum qualifications.

Without a degree. Both routes read list a bachelor's degree. On these estimates the Gulf is not an option for a teacher without one, and this report found nothing to suggest otherwise for the countries it did not read. The global edition names the realistic options: the EU for EU citizens, Latin America, parts of Southeast Asia and online work.

SECTION 9

Qualifications employers can verify

> **Which TEFL qualification can a Gulf employer 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 the Gulf the check that matters most is attestation: the degree and certificates are legalised at home before a work visa is issued. A TEFL qualification is not a teaching licence, and Section 6 sets out which posts ask for one.

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 the Middle East recognises it.

What Middle East employers ask for

Requirement	What the global edition records	Basis
TEFL hours	120 or more	Estimate
Degree	Bachelor's, often in a relevant field	Estimate
For school posts	Often a teaching licence	Estimate
Background check	Yes	Estimate
Other	Medical; experience usually required	Estimate

Compiled March 2026 from provider and recruiter guidance for the global edition; not official rules.

- **Verification, not recognition.** A register number lets an employer confirm that a qualification exists and what it contains. Whether a given employer or ministry accepts it is their decision.
- **Hours are not levels.** The 120 hours employers ask for is a course length. Guided learning hours and total qualification time are regulator's measures and are not directly comparable.
- **Attestation applies to certificates too.** Ask the employer which documents it needs legalised.

SECTION 10

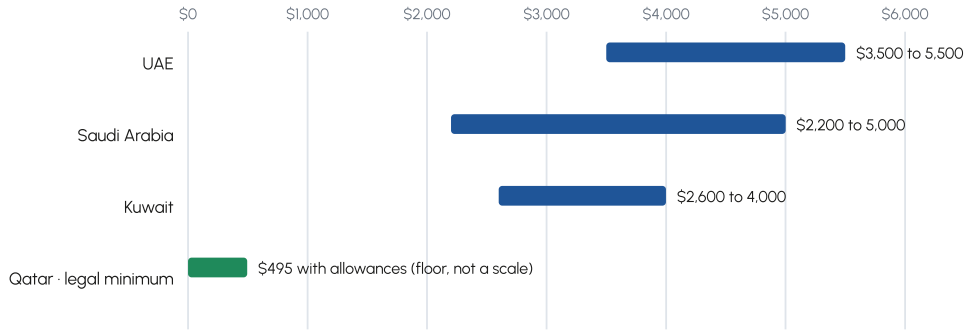
Seven checks before you accept a Gulf offer

> **How do you test an offer?** Against the contract, because in most of the Gulf there is no legal wage floor and no published scale to test it against. Each check below points to the page that supports it.

#	Check	Why it matters	Where in this report
1	Is the post in a school or an institute?	School posts in Dubai and Abu Dhabi ask for a teaching qualification; a TEFL certificate alone does not meet it	Section 6
2	What is the basic wage?	End-of-service pay in the UAE, Qatar and Oman is calculated on it	Pages 13 and 14
3	Is housing provided or paid for?	The estimates say often or usually included. An allowance may not cover rent	Page 11
4	What is deducted from pay?	Confirmed as nothing only in Qatar. Ask for a sample payslip	Page 15
5	Who pays for attestation, the medical and the visa?	These come before the visa and are the usual cause of delay	Pages 17 and 22
6	How does the offer compare with the estimate?	US$3,500 to 5,500 in the UAE, 2,200 to 5,000 in Saudi Arabia, 2,600 to 4,000 in Kuwait	Page 10
7	What happens at the end?	Notice, the gratuity and the flight home should all be in the contract	Page 14

Test an offer against these

US dollars a month. Top and bottom of each market estimate, March 2026.



Sources: The State of TEFL 2027, global edition: market estimates compiled March 2026 from GoOverseas, International TEFL Academy and ESLstarter listings; not re-verified. Qatar: Law No. 17 of 2020, read on secondary pages; converted at 3.64 riyals to the dollar.

- **Above the range:** ask what is being traded for it. More hours, a remote posting, or a role that is not teaching.
- **Below the range:** ask what is included. A lower salary with an apartment, flights and medical cover can be the better offer.
- **No range for your country:** Qatar, Oman, Bahrain, Jordan and Egypt have none here. Ask the employer for the package in writing and compare offers with each other.

The ranges are estimates from March 2026 job listings. Treat a mismatch as a question to ask, not as proof of a problem.

SECTION 10

What to watch in 2027

> **What will change?** Three things with dates, and one without. Oman replaces its end-of-service gratuity with a savings system by 19 July 2027. The UAE's wage floor for its own nationals took effect on 1 January 2026, and employers of 50 or more face a charge for each missed quota position from 1 July 2026. EF will publish its next index in November 2027. Whether any Gulf government publishes teacher pay is the undated one.

Date	What	Why a teacher should care	Basis
1 January 2026	UAE: 6,000 dirhams a month minimum for Emirati nationals in the private sector	It does not apply to foreign teachers, but it is the first wage floor in the UAE's private sector	Secondary
1 July 2026	UAE: a monthly charge of 10,000 dirhams for each position missed against the quota for hiring nationals, for firms of 50 or more	Changes the cost of hiring for larger employers, schools included	Secondary
By 19 July 2027	Oman: a 9% savings system replaces the end-of-service gratuity	Contracts that run past the date end under different rules	Secondary
November 2027	EF English Proficiency Index 2027	Shows whether the region's 2026 decline continues, and whether Qatar's fall was the sample	Expected, on EF's yearly pattern

The first three rows were read on a secondary guide to Gulf employment law on 19 November 2026 and not at source.

What would change this report

If this were published	It would replace
A government pay scale for foreign English teachers in any Gulf state	The finding that none was found, and the estimate for that country
A minimum wage covering foreign workers in the UAE or Saudi Arabia	The statement that the contract is the only floor
An official statement of who Kuwait's minimum wage covers	The unresolved row on page 12
A regional share of the English training market	The gap on page 5
EF's country sample sizes	The caution on Qatar's 34-point fall

- **The Institute's Hire Wire** reads programme and regulator pages every fortnight and is where a change would be recorded first.
- **The corrections policy applies.** Anything in this edition found to be wrong will be corrected and the correction recorded.

SECTION 11

What this report could not find

> **What is missing?** More than in any other edition in this series. The Europe and Asia editions rest on official statistics and published pay scales. The Middle East edition rests on one test-taker index, labour rules read on secondary pages, and estimates that are eight months old. The gaps are listed here so that nobody mistakes a thin page for a complete one.

Gap	Countries	What was done instead
Any official pay figure for foreign English teachers	All eight	Stated as not found; March 2026 estimates shown for three
A market pay estimate	Qatar, Oman, Bahrain, Jordan, Egypt	Left blank
Cost of living	All except the UAE, Saudi Arabia and Kuwait	Left blank
Labour ministry pages read directly	All eight	Rules read on named secondary pages and marked
Who the minimum wage covers	Kuwait; Jordan	Conflict or uncertainty printed
Minimum wage	Egypt; Oman's figure	Left blank
Tax on a foreign teacher's pay	Oman, Bahrain, Jordan, Egypt	Left blank
Licence and attestation rules	All except the UAE	Left blank
Visa rules	All except the UAE and Saudi Arabia	Left blank
Hiring seasons and application dates	All eight	No calendar is drawn
An EF score	Bahrain	Stated as not found
Headcount of foreign teachers; market size	All eight	Left blank
Exchange rates read on the day	All	Pay kept in US dollars as estimated; only Qatar's fixed rate used

How to read a report with this many gaps

- **The gaps are a finding.** A region that pays the most and publishes the least is one where an applicant depends on the employer for every fact.
- **Nothing was borrowed to fill them.** Recruiter and course-provider salary tables were seen for several of these countries and are not used, because none gave a method.
- **They are a work list.** Each row is something the next edition can fix by reading the ministry or regulator directly.

No Institute data. No figure in this report comes from The TEFL Institute's own customers, graduates or staff.

SECTION 11

Methodology

This edition was compiled on 19 November 2026 by Ian O'Sullivan and the Research Team at The TEFL Institute. It follows the method of the global edition: every figure is marked official, estimate, or survey or derived; every figure carries its source and the date it was read; and a figure that cannot be traced is left out.

What was read, and how

Dataset	Read on	How	Limit
EF EPI 2026	19 Nov 2026	EF's launch release as carried by GlobeNewswire; EF's country fact sheets for seven countries, 2025 and 2026	Fact sheets read as search extracts, not as full documents. Test takers, not populations
Minimum wage rules	19 Nov 2026	Employer-guide and legal-guide pages	Secondary. No ministry page read. Kuwait's scope unresolved
End-of-service pay	19 Nov 2026	One guide to Gulf employment law that cites official sources	Secondary, single source
Dubai staff registration	19 Nov 2026	The regulator's service page; press summaries for qualification rules	Rule pages not read
Pay, cost, visa and requirement estimates	March 2026	Carried forward from the global edition	Not re-verified
Market size; Ofqual references	1 Nov and 1 Sep 2026	Carried forward from the global edition	As stated there

Derived figures

- Year-on-year changes in EF score, and the gaps between skills, are subtraction on EF's published scores.
- The average of the seven scores, about 437, is a simple mean and is not an EF regional figure.
- Qatar's minimum wage in dollars uses the riyal's fixed rate of 3.64 to the dollar, as stated in a source read on the day.
- The gaps between pay and cost of living on page 11 are subtraction on estimates.
- The end-of-service illustration on page 13 uses invented offers and a 30-day month, and is labelled as an illustration.

Scope

Eight countries: the United Arab Emirates, Saudi Arabia, Qatar, Kuwait, Oman and Bahrain in full, and Jordan and Egypt more briefly. Turkey appears in the Europe tables of the global edition. Egypt will appear again in the Africa edition. Other countries in the region were not covered, and their absence is a limit of scope, not a judgement.

On secondary sources. This edition leans on secondary pages more than the others because the labour rules were not read at the ministries. Each such figure is marked. A reader who needs to rely on one should read the law or the ministry's page.

SECTION 12

Sources, citation and disclosure

1. EF Education First, EF English Proficiency Index 2026, launch release, 18 November 2026, as carried by GlobeNewswire (read 19 November 2026). ef.com/epi
2. EF Education First, EF EPI country fact sheets, 2026 edition: United Arab Emirates, Egypt, Kuwait, Qatar, Jordan, Oman, Saudi Arabia (read 19 November 2026)
3. EF Education First, EF EPI country fact sheets, 2025 edition, for the same seven countries (read 19 November 2026)
4. Knowledge and Human Development Authority, Dubai, service page: Requesting Faculty Registration (seen 19 November 2026)
5. Employsome, guides to the minimum wage in Qatar, the UAE and Saudi Arabia, 2026 (secondary; read 19 November 2026)
6. Commoner Law, Minimum Wage and WPS Rights in Qatar, 2026 legal guide (secondary; read 19 November 2026)
7. Playroll, minimum wage guides for Qatar and the UAE (secondary; read 19 November 2026)
8. wage.is, Qatar and Jordan wage comparison, citing the Ministries of Labour of Qatar and Jordan, updated 25 February 2026 (secondary)
9. Activpayroll and Niural, payroll guides to Qatar (secondary; read 19 November 2026)
10. Teamed, Gulf employment law: the 2026 employer guide (secondary; end-of-service pay, UAE quota charge, Oman's savings system; read 19 November 2026)
11. Gulf News and Khaleej Times, summaries of KHDA qualification requirements for private school teachers in Dubai (secondary)
12. Teacher Horizons and Suraasa, guides to teaching in the UAE and Abu Dhabi, 2026 (secondary; attestation steps and ADEK licensing)
13. Market.us, English Language Training (ELT) Market Size, 26 August 2025 (checked 1 November 2026, global edition)
14. JET Program USA and CLAIR; EPIK salary and benefits page dated 4 May 2026 (verified 17 October 2026, global edition)
15. Ofqual, Register of Regulated Qualifications: 610/1571/4 and 610/1573/8, Highfield Qualifications RN5219 (confirmed by hand 1 September 2026, global edition)
16. GoOverseas, International TEFL Academy, ESLstarter and Teach Away: pay, cost-of-living, visa and requirement estimates (compiled March 2026, not re-verified)
17. The TEFL Institute, The State of TEFL 2027, global edition, published 12 November 2026; Europe and Asia editions, 19 November 2026

Third-party sources are named, not linked. "Secondary" means the page reports a rule or figure set by someone else; the original was not read for this edition.

How to cite this report. The TEFL Institute, The State of TEFL 2027: Middle East, published November 2026, teflinstitute.com/teaching-english-in-the-middle-east. EF index and labour rules read 19 November 2026; qualification references confirmed 1 September 2026; market estimates compiled March 2026 and labelled as estimates.

Author. Ian O'Sullivan, founder of The TEFL Institute Group, working in TEFL since 2002. The TEFL Institute (teflinstitute.com) is a TEFL course provider; its Level 5 diplomas are regulated qualifications awarded by Highfield Qualifications and listed on the Ofqual register. Related: the global, Europe, Asia and Online editions of The State of TEFL 2027, and The Hire Wire.

Research and commercial interests. The State of TEFL is published by The TEFL Institute, an organisation that provides TEFL training and qualifications. The research is produced using publicly available third-party data and official sources. Where the report references qualifications offered by the Institute, this commercial relationship is disclosed. The report does not rank or endorse the Institute's products. The TEFL Institute is the trading name of The TEFL Institute Limited, registered in Ireland, company number 613324. Registered and principal business address: 4 Shandon Street, Dungarvan, Co. Waterford, X34 A365. Offices: 13 Adelaide Road, Dublin, D02 P950, and 6 Mornington Place, London NW1 7RP.

© 2027 The TEFL Institute. This report may be quoted with attribution. No course is recommended in this report and no figure is drawn from the Institute's own data.