GOTEACH RESEARCH · STUDY 01

# English teaching jobs and salaries in East and Southeast Asia 2026

An observational study of ESL and related job advertisements, salary disclosure, and modeled cash remaining after living costs


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| Data | 2,847 job ads collected 24 October 2026 |


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| Study page | https://www.goteach.io/research/esl-teacher-salaries-asia-2026 |

## Abstract

Objective. To compare the pay information available to English-language teachers across all 11 Southeast Asian countries plus China, Japan and South Korea, and to estimate what particular offers could leave after payroll deductions and standardized living costs.

Methods. We compiled 2,847 distinct advertisement records from public boards, archives and public structured listings, using an internally frozen protocol, documented deduplication and a separately flagged active-undated stratum. We distinguished language instruction from adjacent school subjects and English-medium roles. Monthly salary summaries required full-time work, usable paid units, bounded cash offers and a disclosed or explicitly assumed gross basis. We ran account-cluster bootstrap sensitivities, an exploratory log-salary regression with held-out account groups, resident-employee payroll scenarios, housing/lifestyle stress tests, interval affordability checks and hourly break-even models.

Results. 2,271 window-eligible core language-instruction advertisements yielded 772 usable salary observations. Five countries exceeded 100 core advertisements and four exceeded 300; several small markets remained far below the 100-ad collection target. Only 36 salary observations explicitly stated gross pay; the remaining 736 had an unspecified tax basis. City cash scenarios met the reporting requirements in 15 cities. A China field audit found 21 card/body range disagreements among 47 comparable body-pay codings. Korean salary evidence was highly concentrated in one posting account. The adjusted regression had 6.7% higher held-out log error than a country-median baseline.

Interpretation. The evidence supports source-conditioned descriptions and transparent offer scenarios. It does not support a representative national wage ranking, a census of current vacancies, or a promise of teacher savings. Large advertisement counts do not remove missing-pay, source-population or advertiser-dependence bias. The country coverage gaps are part of the result, and no observations were invented to fill them.

Disclosure. This study was carried out and published by GoTeach, which makes lesson-planning software for English teachers. GoTeach does not recruit or place teachers. Public listings were retrieved with custom collection scripts; coding and analysis followed a fixed written protocol. The report has not undergone external peer review, and individual offers were not verified with employers. Public salaries are offers, not confirmed pay received.

## 1 Research questions and intended use

Teachers need to compare more than headline wages. A monthly salary can include housing, require unpaid preparation, apply only to particular qualifications or passports, or be paid for fewer than twelve months. An attractive hourly teaching rate can coexist with insufficient guaranteed hours. A lower salary with employer housing can leave more immediately usable cash than a higher quote requiring private rent.

The study asks five questions: what pay is actually disclosed; how comparable those offers are across recruiting channels and cities; what cash remains under a specified employee and living-cost profile; how housing, lifestyle and paid-month assumptions change the result; and which countries cannot yet

be estimated responsibly. It also examines whether an adjusted salary model improves prediction over a simple benchmark.

The principal audience is a teacher evaluating an offer, an editor citing original descriptive evidence, or a researcher extending the collection. The results describe this dataset. A domestic language-centre position in Indonesia and an expatriate-facing agency offer in China may concern different applicants, duties and work rights. Their observed values belong in separate context, even when both involve English instruction. A single cross-country salary chart does not make the populations equivalent.

Coverage comprises Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand, Timor-Leste and Vietnam, plus China, Japan and South Korea. We use South Korea for the Republic of Korea. China refers to the collected mainland-city recruitment sources; this wave does not separately study Hong Kong, Macao or Taiwan.

## 2 Methodology

### 2.1 Design and protocol

This is an exploratory observational study of nonprobability job-advertisement data. The protocol was written before outcome modeling and was not externally preregistered. The original target was at least 100 distinct relevant advertisements per country. During collection, the goal in accessible larger markets was raised to 300 to 500 advertisements, and further readily retrievable eligible records were retained. This count-driven amendment did not change the salary outcome rules. Thresholds are collection goals, not evidence of representativeness.

The collection date was 24 October 2026 in Asia/Shanghai time. The board-observation window was 25 October 2025 through 24 October 2026. Future employment start dates were allowed. Where available, source publication dates determined eligibility. Archive month dates were retained without invented days; October 2025 month-only entries were excluded because that month straddles the cutoff. Current active-undated listings were retained separately. Start dates, closing dates and an inferred year alone did not establish a publication date.

A syndicator creation or republication timestamp establishes a dated board record, not the original employer advertisement date. Teast and JapanTeachJobs supplied substantial historical coverage under this limitation. Date precision and date provenance are separate dataset fields. A reachable archived ad or a source active flag does not confirm an unfilled vacancy. Dated-only sensitivity removes undated records but does not authenticate original employer timing.

### 2.2 Sources and acquisition

Country collectors searched relevant public boards and employer postings, retrieved identifiable advertisements and used public structured records when those supplied an individual ad ID, URL and actual fields. A board saying it had hundreds of results was never counted as hundreds of observations. Direct access failures, unavailable pages, stale archives and source saturation were recorded. No paywalled salary field was guessed. Rate-limited expansion was stopped rather than bypassed.

Major sources included eChinacities, eChinaCareers and ESL Cafe for China; TheWorknPlay, ESL Cafe, ESLROK and ESLbase for Korea; JobsinJapan, JapanTeachJobs and JALT for Japan; Kruteacher, Teast, Vietnam Teaching Jobs and syndicated original-board previews for Thailand/Vietnam; and Jobstreet, Indeed and Glints for the larger Southeast Asian domestic markets. BongThom and local/region-specific sources supported the sparse markets. Country acquisition notes document search entry points, sample selection and failed routes. All retained records have separate source links.

Source records, public API/index evidence and fetched detail pages differ in evidentiary strength. Full-page evidence is preferred, but a salary-bearing index card is a directly observed advertisement field and is labeled as such. Its amount may include allowances or a package scope that a body would clarify. The report therefore includes full-page sensitivity. Raw descriptions and recruiter contact details are not redistributed in the public package. Numeric and categorical facts, source URLs and metadata are published instead.

### 2.3 Scope and the unit of observation

The unit is an advertisement or conservatively consolidated campaign, not a vacancy, hire, school or independent employer. Paid in-person ESL/EFL/EAL/ESOL, conversational/general English, EAP/IELTS language instruction, ALT, eikaiwa and explicitly supported kindergarten English-language teaching are core. Explicit language-training and tutoring evidence can qualify a role in any country. General English subject/literature teaching, mainstream English-medium preschool, uncertain generic English titles and mixed-subject campaigns are retained in adjacent strata when relevant, and do not silently enter the core wage pool. Remote-only work, unpaid volunteering, training products, admin-only work and non-English subjects are excluded.

Classification uses retrieved role evidence rather than a country-wide assumption. A literature degree requirement is not evidence that the teacher teaches literature; English-medium mathematics is not necessarily English-language instruction. Preschool age alone is not grounds for exclusion when the advertisement explicitly offers English lessons. Ambiguous roles remain adjacent or unclassified. Core scope is still an operational coding decision, not independent verification of learner language needs or legal work eligibility.

Exact ad URLs and identifiable syndicated copies were deduplicated within country collectors. Repeated advertiser/title/location campaigns were reviewed conservatively; generic multi-city recruiter lists were not expanded into city observations. Different school-specific packages could remain distinct even under one posting account. Conversely, different jobs can share a generic original recruitment webpage, so that generic URL was not treated as unique ad identity. Residual duplicates and over-consolidation are both possible. Campaign-collapsed and equal-cluster summaries are sensitivity analyses, not population weights.

### 2.4 Pay normalization and missing data

Original currency, lower and upper endpoints, paid period, tax basis, contract information and evidence level are stored separately. Two-sided ranges use the arithmetic midpoint for descriptive summaries; fixed amounts have equal endpoints. An advertised range is not a confidence interval, and its midpoint is not an expected negotiated salary. From/up-to/and-up wording leaves the unreported endpoint missing. A separately named housing allowance or annual increment does not become part of base salary, a range endpoint or an annual pay period.

Annual quotes are divided by 12; explicitly weekly quotes use 52/12. These conversions describe a quoted rate and do not establish twelve paid months. Hourly/day/per-lesson/per-koma/unknown-period offers are not converted by assuming a forty-hour teaching week. Variable hourly-derived monthly averages, package estimates, unresolved implausible typos and conflicting paid units are flagged or withheld from the primary bounded-pay analysis. No missing pay is imputed. Net quotes are excluded from gross-or-unspecified midpoint tables and are not taxed a second time in interval checks.

Unspecified gross/net basis is a major measurement limitation. Descriptive tables call these advertised cash quotes, not observed gross earnings. Payroll scenarios explicitly treat unspecified quotes as gross; an explicit-gross-only sensitivity is reported where enough observations exist. Missing housing, qualification, visa, insurance or hours information means unknown, not absent. Source inclusion does not establish that a foreign teacher is eligible for the offer.

### 2.5 Currency conversion

All USD equivalents use comparison-date rates, not historical salary-date exchange rates. ECB reference rates for 23 October 2026 are cross-converted through the euro. For VND, the study uses 25,830 VND per USD, the arithmetic midpoint of Vietcombank telegraphic buying 25,640 and selling 26,020 at its 23 October 2026 23:00 snapshot. That midpoint is a declared bank-spread convention, not a claimed mid-market transaction rate. BND follows its official parity with SGD where needed. Transfer fees, retail spreads and remittance taxes are not estimated. [F1-F3]

### 2.6 Statistics and validation

Country descriptive medians and IQRs require at least 10 usable bounded salary observations. City results require at least 10 in a clearly identified city; multi-city ads stay one observation and are not allocated across locations. Cells below the threshold remain unavailable. These cutoffs are reporting rules, not guarantees of low bias or precision.

We resample posting-account/advertiser clusters 1,500 times using seed 20261024, retaining all rows within a selected cluster. Percentile intervals describe conditional resampling variation in this collected corpus. Intervals are withheld when there are fewer than five clusters, effective cluster concentration below five, or more than half the observations in one cluster. Effective concentration is 1 divided by the sum of squared cluster shares; it is not a survey-design effective sample size. Account IDs are used where observed; advertiser labels or a conservative source-unknown group proxy otherwise. This cannot recover hidden common ownership or recruiting channels. [M1-M2]

The exploratory model regresses log monthly USD quote on country, broad role segment, housing disclosure and full-page/card evidence. Countries need at least 20 salary observations for this model. Unknown housing is a disclosure category rather than an assumption of no housing. We use a full-rank dummy design, cluster-robust diagnostics and five deterministic held-out posting-account-group folds. The comparator predicts each country’s training-sample median log salary. Training and test rows never share an observed dependence cluster. Covariates, eligibility and board composition remain incomplete; no coefficient is interpreted as a causal qualification or housing premium.

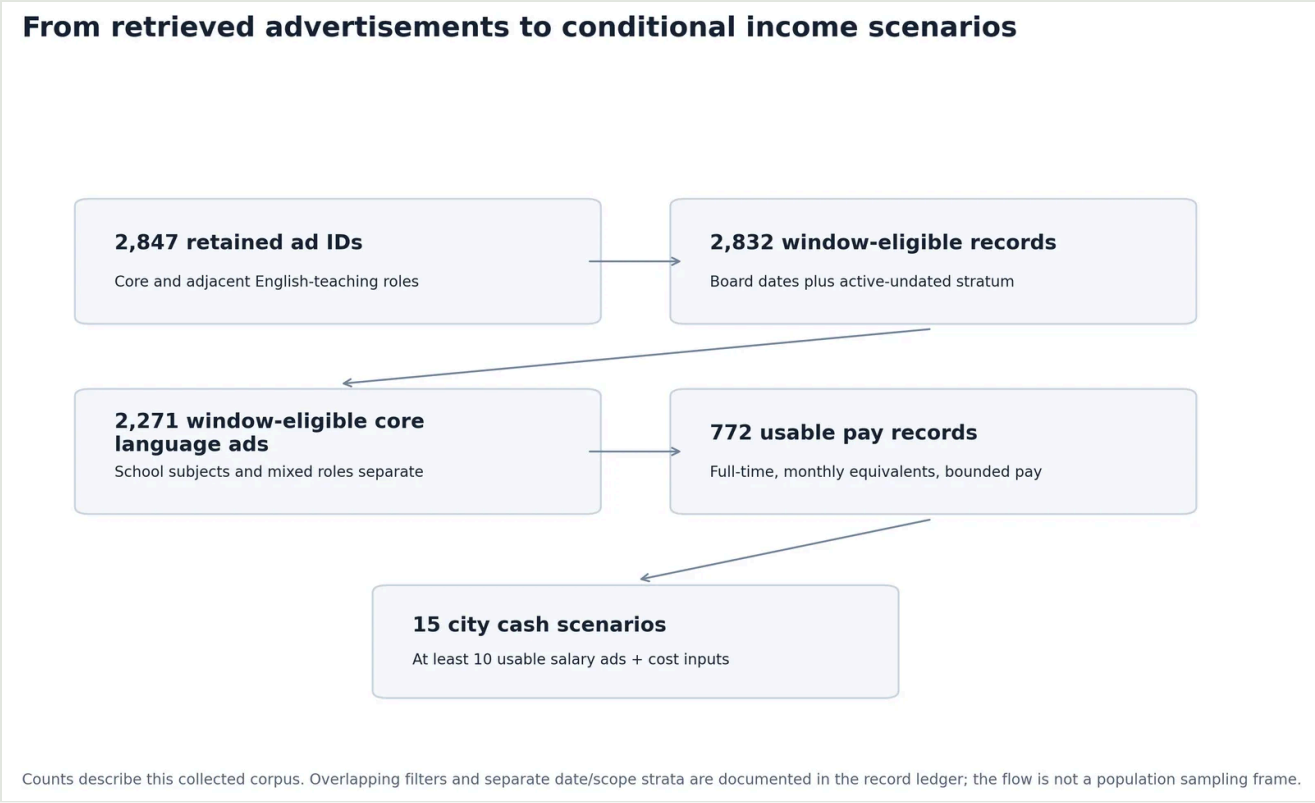



Figure 1. Data flow. Separate scope/date strata and overlapping exclusions are recorded at row level; no market total is inferred.

## 3 Country coverage

The final retained ledger has 2,847 distinct ad records, of which 2,832 satisfy the defined board-window or active-undated rules. The window-eligible core-language subset is 2,271. The all-English-related ledger exceeds 100 in eight countries, while the core-language target exceeds 100 in only five. China, Korea, Thailand and Vietnam exceed 300 core records; Japan exceeds 300 total records but has fewer than 300 core records. The 100-advertisement minimum was not reached everywhere.

| Country | All ads | Core in window | Usable pay n | Explicit gross n | Boards |
|---|---|---|---|---|---|
| Brunei | 4 | 0 | 0 | 0 | 2 |
| Cambodia | 36 | 29 | 0 | 0 | 2 |
| China | 411 | 352 | 276 | 25 | 3 |
| Indonesia | 179 | 85 | 16 | 0 | 3 |
| Japan | 320 | 291 | 92 | 4 | 3 |
| Laos | 9 | 0 | 0 | 0 | 4 |
| Malaysia | 117 | 31 | 13 | 0 | 2 |
| Myanmar | 26 | 11 | 0 | 0 | 8 |
| Philippines | 17 | 11 | 0 | 0 | 2 |
| Singapore | 211 | 29 | 11 | 0 | 2 |
| South Korea | 377 | 364 | 75 | 1 | 4 |
| Thailand | 787 | 736 | 274 | 3 | 4 |
| Timor-Leste | 2 | 0 | 0 | 0 | 2 |
| Vietnam | 351 | 332 | 15 | 3 | 3 |

All ads includes adjacent English-related roles and a small publication-unverified audit stratum. Core in window is the relevant count for the ESL/language-instruction collection target. Usable pay additionally requires full-time work, a suitable paid period, bounded cash, usable FX, no explicit net basis and no disqualifying package/display/period flags. These counts must never be substituted for one another. Source: advertisement fact dataset and coverage.csv.

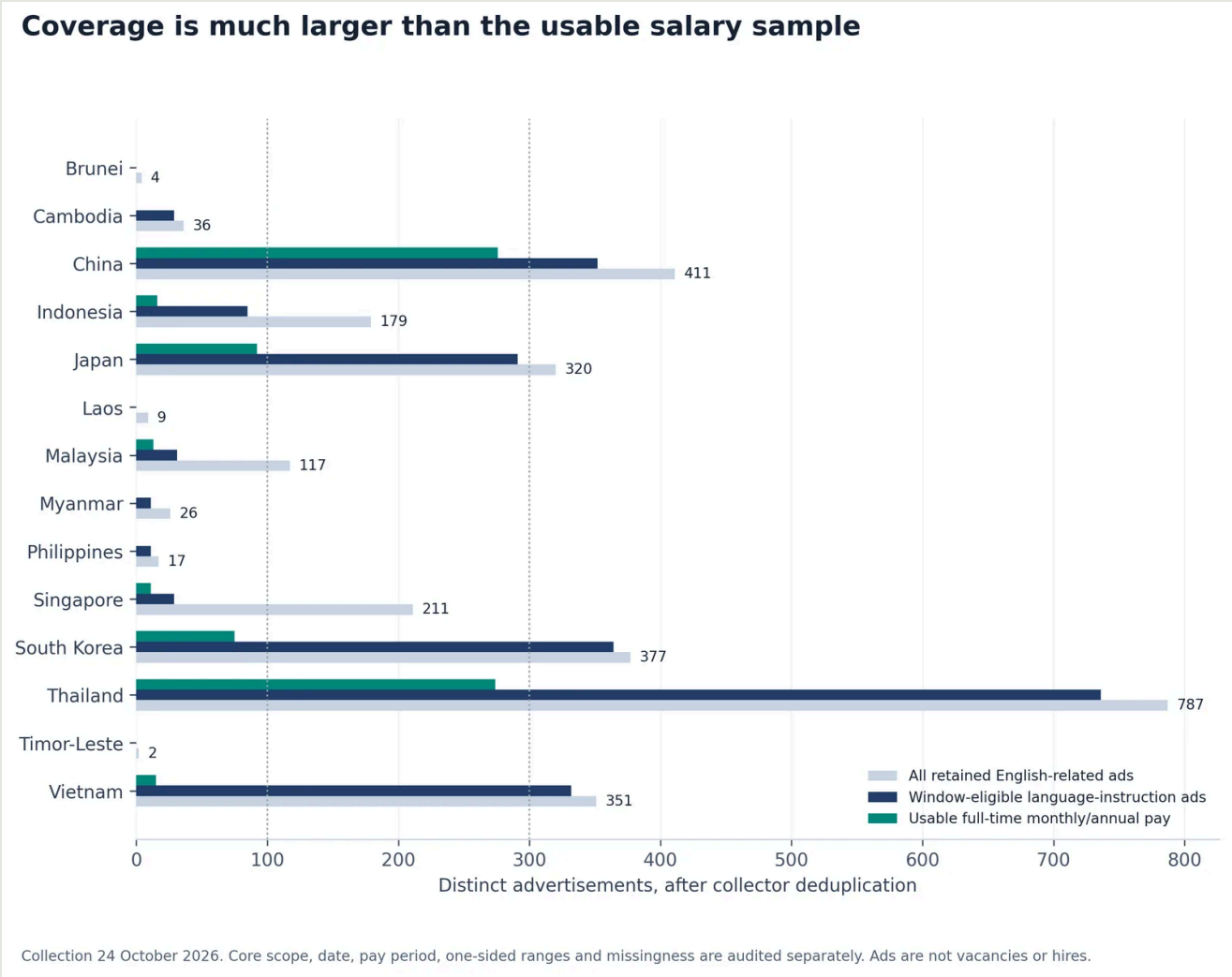



Figure 2. Advertisement coverage and salary-analysis attrition by country. Reference lines at 100 and 300 are collection goals.

Sparse markets are evidence gaps rather than estimates of low demand. Brunei talent pools, public programme pay scales, old Laos advertisements and unpaid Timor-Leste opportunities cannot supply missing independent paid job observations. Cambodia has identifiable announcements but very little pay with a verified monetary period. In the Philippines, an office location can still describe online tutoring, while a Philippines-indexed recruiter ad can concern an overseas job. Full-page review excluded these cases. None is converted into a zero salary or zero job market.

## 4 Advertised salary results

Table 2 summarizes bounded cash offers in the core full-time sample. Country order is alphabetical. The domestic recruitment populations represented by Indonesia, Malaysia and Singapore differ from the foreign-teacher-oriented boards in much of East Asia; the table is not a ranking of equivalent expatriate packages. Most tax bases are unknown, and the bounded-pay subset can differ systematically from ads that disclose only a ceiling, floor or hourly rate.

| Country | Pay n | Median USD/mo | IQR USD/mo | Gross n | Effective clusters |
|---|---|---|---|---|---|
| China | 276 | $3,373 | $2,998 to $3,898 | 25 | 15.2 |
| Indonesia | 16 | $239 | $193 to $276 | 0 | 11.6 |
| Japan | 92 | $1,722 | $1,594 to $1,834 | 4 | 21.8 |
| Malaysia | 13 | $857 | $771 to $918 | 0 | 11.3 |
| Singapore | 11 | $3,911 | $3,676 to $5,475 | 0 | 11.0 |
| South Korea | 75 | $1,925 | $1,888 to $2,042 | 1 | 1.2 |
| Thailand | 274 | $1,148 | $978 to $1,334 | 3 | 193.5 |
| Vietnam | 15 | $1,500 | $1,355 to $1,775 | 3 | 13.2 |

Country medians are medians of individual advertised range midpoints, not the midpoint of country minimum and maximum salaries. IQRs describe the spread of quoted midpoints. Local-currency facts and endpoints remain available in the dataset. One-sided quotes and explicit net quotes are reported through other fields and models rather than filled into this table. Source: country_salary_summary.csv; comparison-date FX sources [F1-F2].

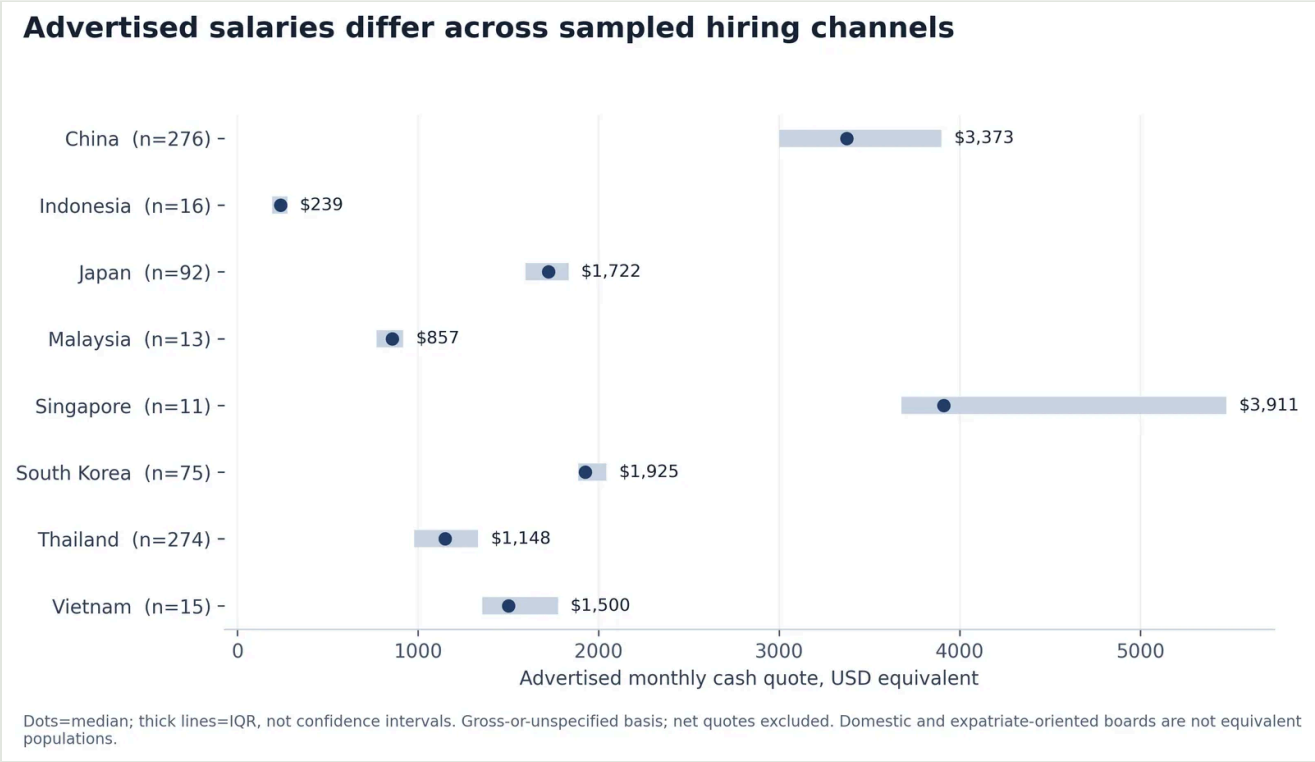



Figure 3. Salary midpoint medians and IQRs. The broad gap between hiring channels cannot be interpreted as a causal country effect or a universally attainable wage.

### 4.1 Robustness to evidence, dates and recruiting clusters

| Country | Main n / median | Full page n / median | Dated n / median | Exclude largest cluster |
|---|---|---|---|---|
| China | 276 / $3,373 | 119 / $3,373 | 59 / $3,223 | 216 / $3,298 |
| Indonesia | 16 / $239 | 12 / $246 | 16 / $239 | 14 / $221 |
| Japan | 92 / $1,722 | 92 / $1,722 | 86 / $1,722 | 76 / $1,706 |
| Malaysia | 13 / $857 | 13 / $857 | 13 / $857 | 11 / $771 |
| Singapore | 11 / $3,911 | 11 / $3,911 | 11 / $3,911 | 10 / $3,911 |
| South Korea | 75 / $1,925 | 75 / $1,925 | 75 / $1,925 | n=7; withheld |
| Thailand | 274 / $1,148 | 123 / $1,037 | 274 / $1,148 | 269 / $1,126 |
| Vietnam | 15 / $1,500 | n=2; withheld | 15 / $1,500 | 13 / $1,450 |

Dated here means a source-day or archive-month date, including board creation/republication dates where labeled; it does not verify employer-original publication. Full-page comparisons can change the source mix as well as measurement quality. A leave-largest-cluster result based on fewer than 10 pay observations is withheld. Explicit-gross-only estimates are particularly sparse outside China and cannot validate a regional gross-pay hierarchy. Sensitivity medians below the reporting threshold remain available as diagnostics in code outputs but are not country estimates in the paper.

## 5 Payroll and living-cost model

### 5.1 Assumed employee profile

Take-home pay means gross cash less modeled employee contributions and income/local taxes. Cash remaining then subtracts the living-cost scenario. The baseline is a single tax-resident foreign employee under 40, with no dependants, other income, voluntary retirement saving, treaty exemption or home-country tax. This standardizes a calculation; it does not assert that every ad accepts that applicant. Annual tax liability divided by 12 is a run-rate comparison, not an October payslip or withholding forecast.

The model implements the current 2026 tax rules as retrieved, with stated approximations. China uses the CNY 60,000 resident allowance and progressive annual brackets, plus a Shanghai employee-contribution benchmark across modeled Chinese cities. Japan uses the 2026 final annual national deductions and reconstruction surcharge, Tokyo October employee-insurance rates, and a continuing-resident local-tax proxy. Actual remuneration bands, local bases and some municipal adjustments are approximated continuously or by a common benchmark. Those proxies limit city-level payroll precision. [T-CN, T-JP]

Korea includes resident tax brackets, earned-income/personal/pension deductions, statutory wage-credit phase-outs and local tax, plus 2026 pension and health/long-term-care rates; employment insurance participation is an explicit baseline assumption with sensitivity. Thailand includes standard employment/personal deductions and capped social insurance where applicable. Vietnam uses the revised five-band resident schedule, VND 15.5 million monthly personal allowance and qualifying

foreign-employee insurance, with the July 2026 ceiling. A retrieved PwC health-contribution table conflicted with corroborating teacher/payroll sources; the baseline uses 1.5% employee health and a 1% sensitivity, disclosed rather than silently reconciled. [T-KR, T-TH, T-VN]

Singapore models a resident foreign non-PR employee without CPF and with ordinary earned-income relief. Malaysia models foreign non-PR EPF and relevant social contributions, including the 2026 employee accident scheme, with a domestic-EPF sensitivity. Indonesia models annual liability with JHT and health, plus optional pension sensitivity because foreign-worker applicability needs individual verification. Eligibility, taxable employer benefits, housing taxation, home-country obligations and personal deductions can change the result. Six countries lack a sufficiently verified/comparable payroll-and-pay combination for a savings estimate in this edition. [T-SG, T-MY, T-ID]

### 5.2 Cost inputs and scenarios

The central city budget is Numbeo's estimated single-person non-rent monthly costs plus its one-bedroom outside-centre rent. These are crowd-sourced/provider-modeled price benchmarks, not teacher expenditure observations. The provider combines user and researched inputs with filtering; contributor counts do not represent a random household survey. Update dates do not mean that all prices were measured on that day. Complete inputs and at least ten reported city contributors are required for this edition's cash table. [C1]

A frugal scenario uses 75% of non-rent costs and 65% of benchmark rent; a comfortable scenario uses 125% and 135%, respectively. These multipliers are analyst assumptions, not empirical quantiles or a claim that shared housing costs a measured fraction of a private apartment. The employer-housing scenario removes benchmark rent only. It does not assume that all employers provide housing, or that housing is untaxed, private, near work or equivalent in quality. No housing cash allowance or bonus is added without an unambiguous basis.

The first-year stress subtracts an assumed USD 1,500 relocation cost over twelve months. The ten-paid-month stress annualizes ten months of quoted salary, recomputes taxes, and still charges twelve months of living costs. It assumes no additional time-limited insurance payments or allowance conditions, so it remains a simplified stress, not a contract forecast. Visa/documentation costs, deposits, debt service, dependants, travel, private insurance top-ups and remittance fees are not uniformly measured. Housing deposits are liquidity needs even when refundable, and the regular monthly table should not be read as an arrival-cash requirement.

## 6 City take-home and cash remaining

Table 4 combines the median modeled net pay of eligible ads in each city with a single city budget. The salary is observed as a quote; tax, contribution and cost effects are calculations or assumptions. Values below zero mean the stipulated private-rent benchmark exceeds modeled net pay. They are not evidence that teachers in that city cannot live on the advertised wage; a shared apartment, different spending, housing benefit, contract or tax treatment can change the result.

| City | n | Currency | Quote/mo | Net/mo | Budget/mo | Remaining USD |
|---|---|---|---|---|---|---|
| Beijing | 30 | CNY | 24,750 | 20,131 | 7,512 | $1,892 |
| Chengdu | 19 | CNY | 21,500 | 17,804 | 4,853 | $1,942 |
| Chongqing | 14 | CNY | 26,250 | 21,205 | 4,620 | $2,486 |
| Guangzhou | 18 | CNY | 21,500 | 17,804 | 5,834 | $1,794 |
| Hangzhou | 15 | CNY | 21,500 | 17,804 | 6,366 | $1,715 |
| Nanjing | 11 | CNY | 21,500 | 17,804 | 5,394 | $1,861 |
| Shanghai | 33 | CNY | 26,000 | 21,026 | 8,030 | $1,948 |
| Shenzhen | 18 | CNY | 22,250 | 18,341 | 7,224 | $1,667 |
| Suzhou | 14 | CNY | 22,250 | 18,341 | 5,247 | $1,963 |
| Tokyo | 18 | JPY | 282,500 | 226,212 | 249,281 | $-147 |
| Singapore | 11 | SGD | 5,000 | 4,843 | 4,243 | $470 |
| Seoul | 23 | KRW | 2,650,000 | 2,337,678 | 2,347,920 | $-8 |
| Bangkok | 100 | THB | 44,500 | 42,471 | 34,693 | $230 |
| Chiang Mai | 20 | THB | 35,000 | 33,710 | 28,274 | $161 |
| Phuket | 10 | THB | 43,750 | 41,796 | 37,541 | $126 |

Quoted salary is the median comparable monthly-equivalent cash midpoint; net is the median of per-ad modeled net amounts. For an even sample, nonlinear taxes can make this differ slightly from tax applied only to the median gross. Budget includes private outside-centre one-bedroom rent. Chinese and Japanese contribution benchmarks are standardized as described above; most tax bases are assumed gross. Singapore’s domestic-ad/foreign-payroll mismatch requires particular care. Source: city_cash_scenarios.csv, per-record job_cash_model.csv, model_inputs.json and city_cost_inputs.json.

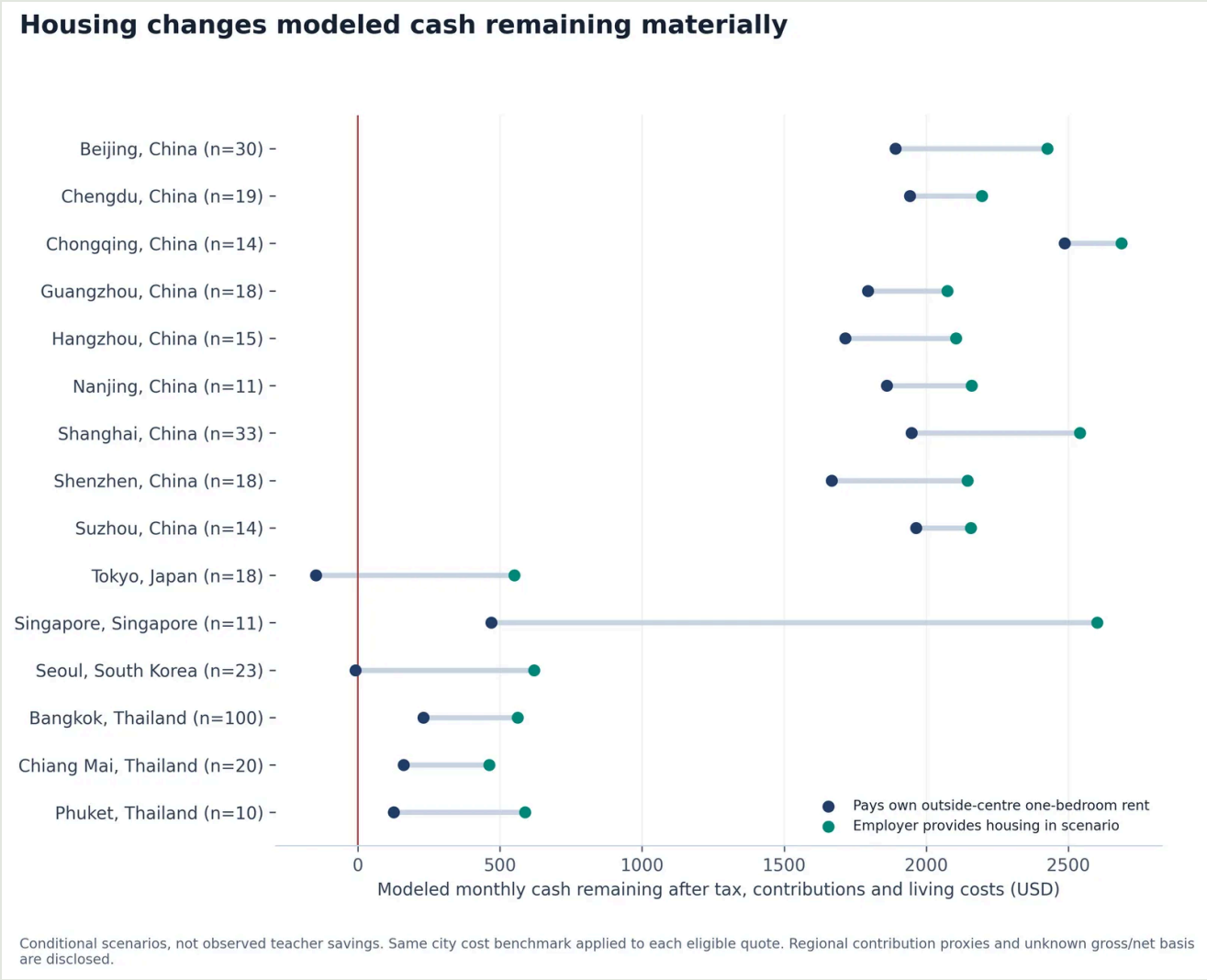



Figure 4. Modeled cash remaining with and without benchmark rent. The housing-present point is a counterfactual scenario, not the observed share of jobs providing that benefit.

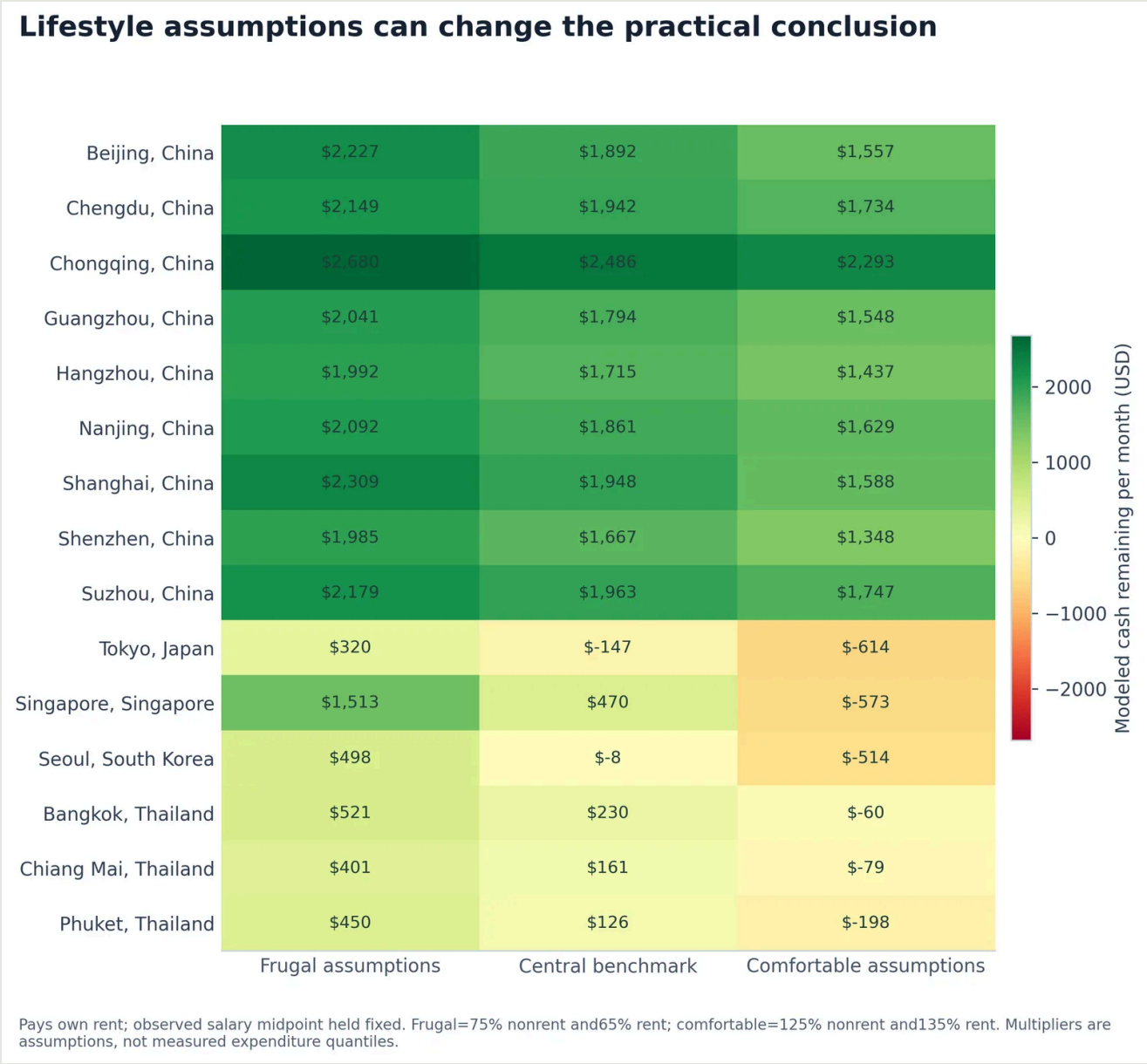



Figure 5. Salary midpoint held constant while living-cost assumptions vary. These are sensitivity cases, not forecast probability bands.

The city rows should not be averaged into national savings. Sources and salary disclosure differ by place, several cities are thin, and rural jobs are not represented consistently. Korea's salary-point dependence is concentrated in one posting account. The no-housing central case can be useful as a stress, but the housing scenario is especially relevant to an actual Korean offer that explicitly supplies accommodation. Teachers should compare their own contract against the model inputs rather than treat a country label as a recommendation.

## 7 Hourly work and salary-interval affordability

Vietnam's many hourly advertisements would be poorly represented by a monthly-salary table alone. We retain hourly offers separately and solve for the gross monthly income that would cover a central city budget under the same employee-tax scenario. Dividing that amount by an observed bounded

hourly rate gives paid class-hours required. This is a break-even calculation conditional on the offer, not a claim about hours guaranteed, employment classification or student demand. A 1:1 unpaid-preparation case doubles total work time without increasing class pay.

| City | Hourly ads n | Median USD/hour | Paid hours/mo to cover budget | Hours with 1:1 prep |
|---|---|---|---|---|
| Da Nang | 16 | $17.5 | 51.1 | 102.3 |
| Hanoi | 10 | $23.6 | 35.2 | 70.3 |
| Ho Chi Minh City | 27 | $19.4 | 45.5 | 90.9 |

Hourly medians and break-even medians are computed at record level. Their ratio need not equal an aggregate budget divided by an aggregate median rate. Independent-contractor taxes, minimum insurance obligations under low-hour contracts, cancellations, unpaid travel and irregular scheduling can produce different outcomes. A high rate with insufficient guaranteed hours remains economically different from a stable monthly wage. Source: hourly_break_even_records.csv and hourly_break_even_summary.json.

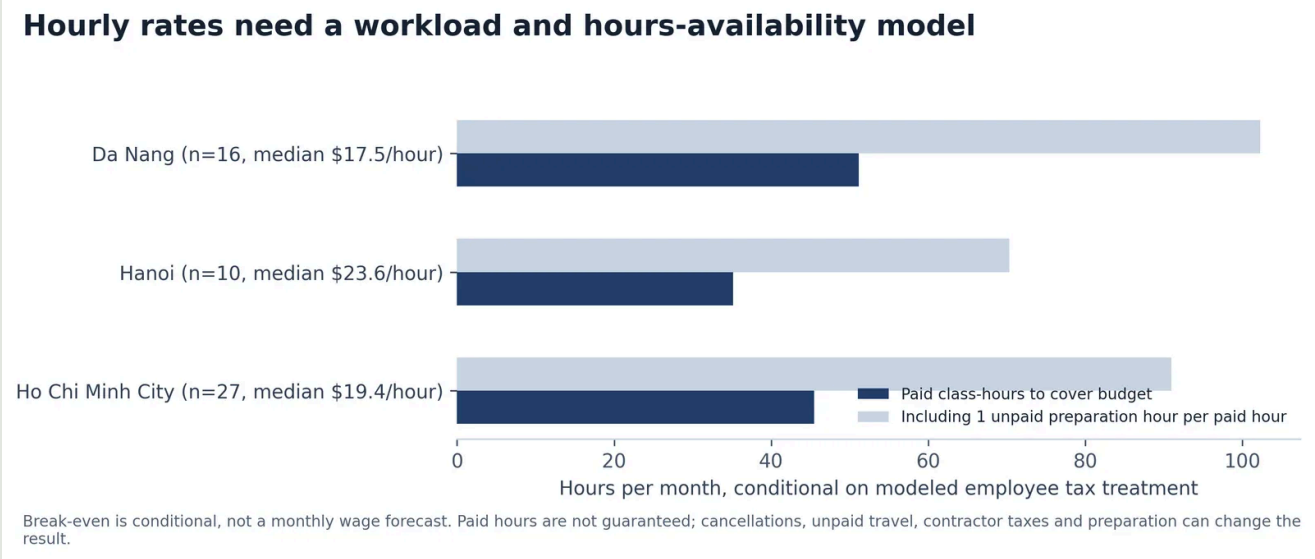



Figure 6. Paid teaching time required under the stipulated budget and employee-tax assumptions. No 40-hour teaching week or full monthly workload is imputed.

For usable full-time salary intervals, we also compare the modeled net lower and upper endpoints with the central budget. A lower endpoint above budget supports a conditional floor-above-budget classification; an upper endpoint below budget supports a conditional ceiling-below-budget classification. All overlapping, open or insufficiently specified cases remain unresolved. Display-only estimated salaries and conflicting periods are excluded. This preserves partial information without manufacturing a midpoint. The record-level classifications are supplied in salary_interval_budget_checks.csv; they are not population affordability rates.

## 8 Disclosure quality and source dependence

The study's missingness is substantive. A large ledger does not necessarily yield a large comparable-pay sample. Tax basis, total work hours, guaranteed hours, benefit values and visa requirements are often missing or not reliably coded from the retrieved material. The disclosure figure counts what this

study could observe under its conservative rules. It is not a claim that the remaining conditions are absent from the underlying contract.

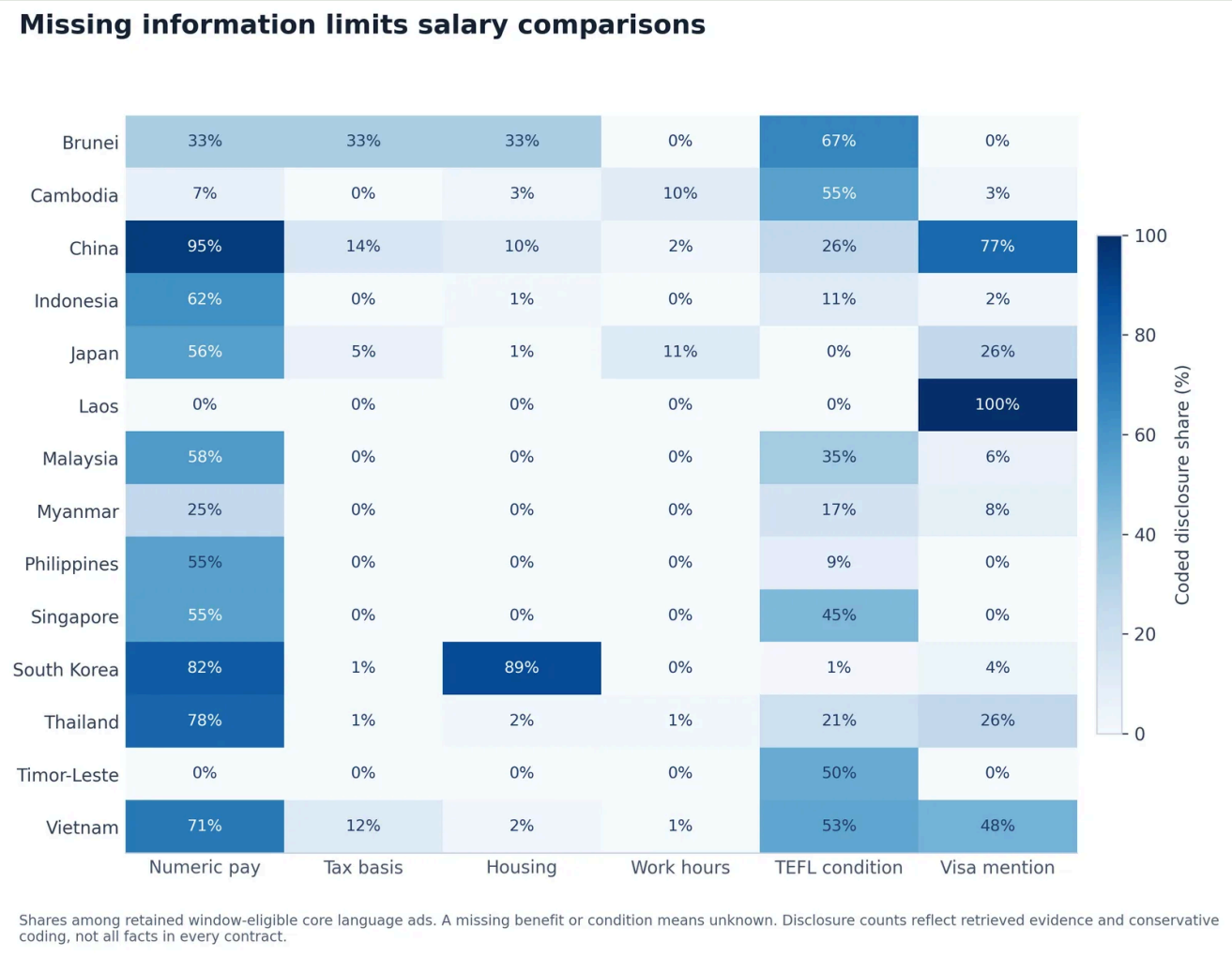



Figure 7. Coded field disclosure among core ads. A blank field is unobserved; missingness can depend on source, pay level and recruitment channel.

### 8.1 Card versus body audit in China

The eChinacities audit inspected 69 eligible retained full pages among 77 successful detail retrievals. Of those, 47 supported a separately codable body-pay comparison, and 21 had different range endpoints (44.7% of comparable codings). The remaining inspected pages were not treated as agreements when their body amount could not be unambiguously classified. Two further eChinaCareers range discrepancies were documented separately.

Differences can reflect salary/package scope, housing, extra teaching, conditional qualifications or stale fields. They do not by themselves establish employer misconduct or a national rate of misleading advertising. Body-confirmed cash information was prioritized in coded pay where defensible, while ambiguous bundled amounts remained flagged. The paired audit is original descriptive evidence with a small, access-selected denominator. Its main implication is that a salary card alone needs contextual verification.

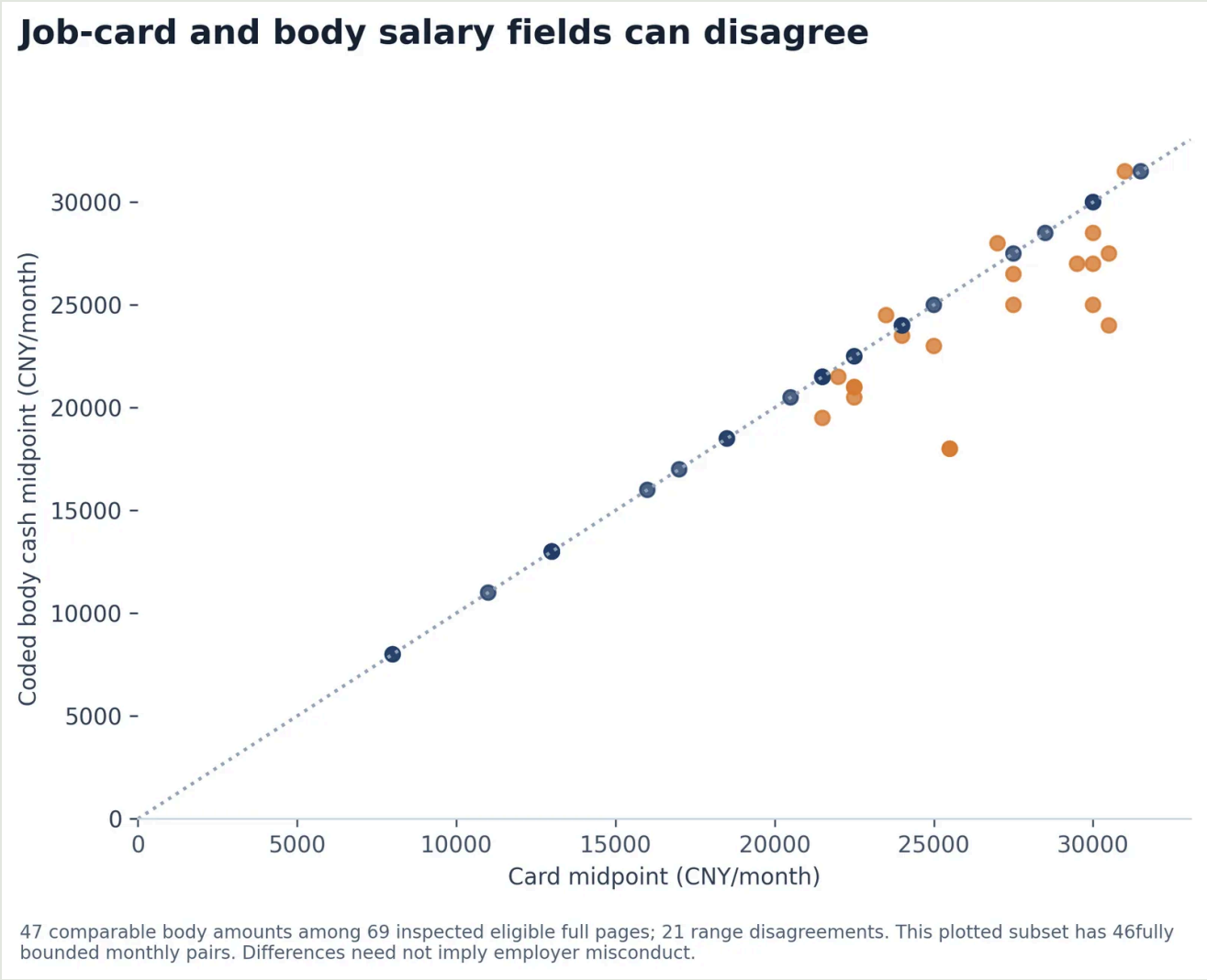



Figure 8. Card and body midpoint pairs from the codable monthly audit subset. Equality is shown by the diagonal; range-endpoint disagreements can occur even when midpoints are similar.

### 8.2 Recruiting-account concentration

Korea's WorknPlay data include 287 individually retrieved school-specific ads under one observed posting account. They were not fabricated by splitting a generic recruiter list, but they still share a recruiting channel. School labels therefore cannot be counted as independent advertisers. The analytic salary sample is even more concentrated than the full ad ledger. The paper withholds a country bootstrap interval where that concentration fails the stated guard, and it reports the much smaller leave-largest-account-out subset.

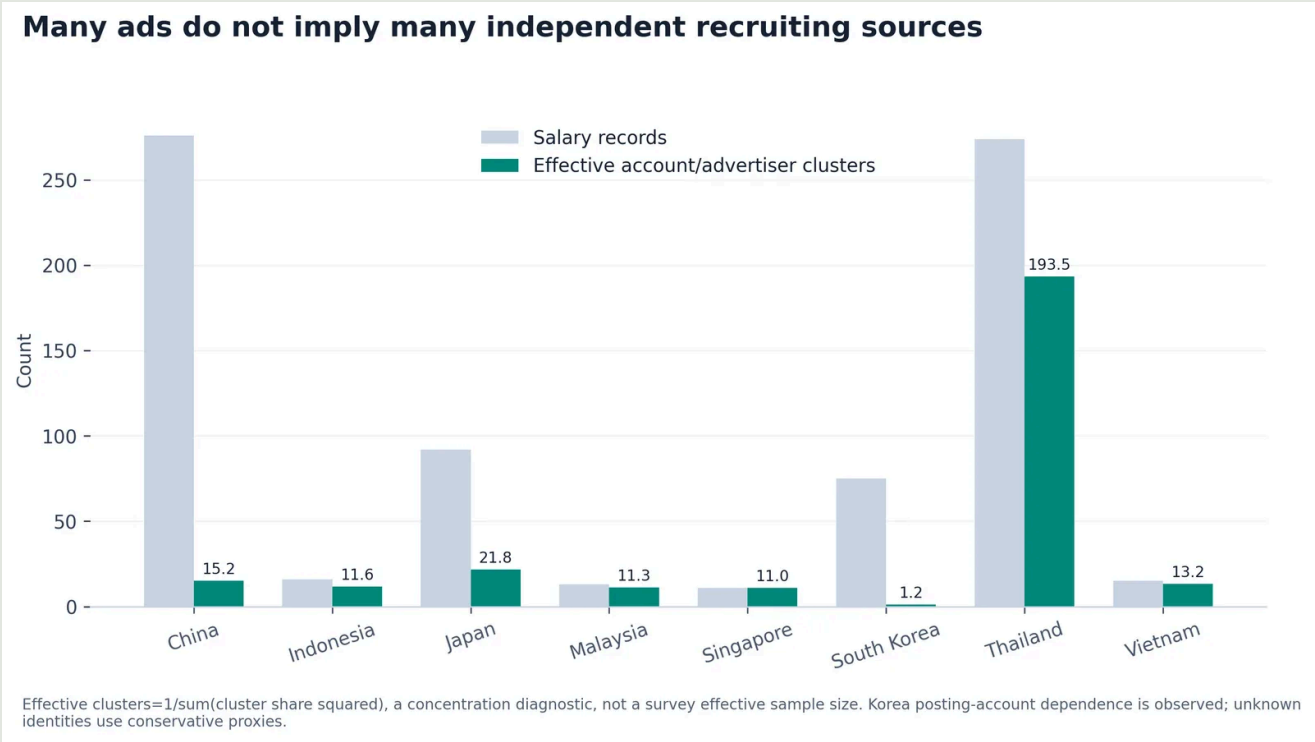



Figure 9. Advertisement counts versus account/advertiser concentration in the usable salary subset. Concentration is a coverage diagnostic, not a claim about the number of actual independent employers in the country.

## 9 Exploratory regression results

The full-rank model used 717 salary records from countries with at least 20 observations, 10 parameters and 377 account/advertiser proxies. In-sample R-squared was 0.808. That fit primarily reflects measured differences within the sampled channels and does not establish general predictive value.

| Validation metric | Adjusted model | Country-median baseline |
|---|---|---|
| Held-out mean absolute log error | 0.1909 | 0.1789 |
| Held-out records | 717 | 717 |

The adjusted model's error was 6.7% higher than the simpler baseline. Additional measured covariates therefore did not demonstrate better prediction for unseen observed recruiting groups. We retain this negative result. Coefficients are exploratory associations under source and scope confounding; they should not be quoted as causal country, credential or housing premiums. Global cluster counts do not supply independent Korean recruiting-channel replication. Sparse qualification and work-hour coding prevented a defensible fully adjusted experience/TEFL model, and no such premium was estimated.

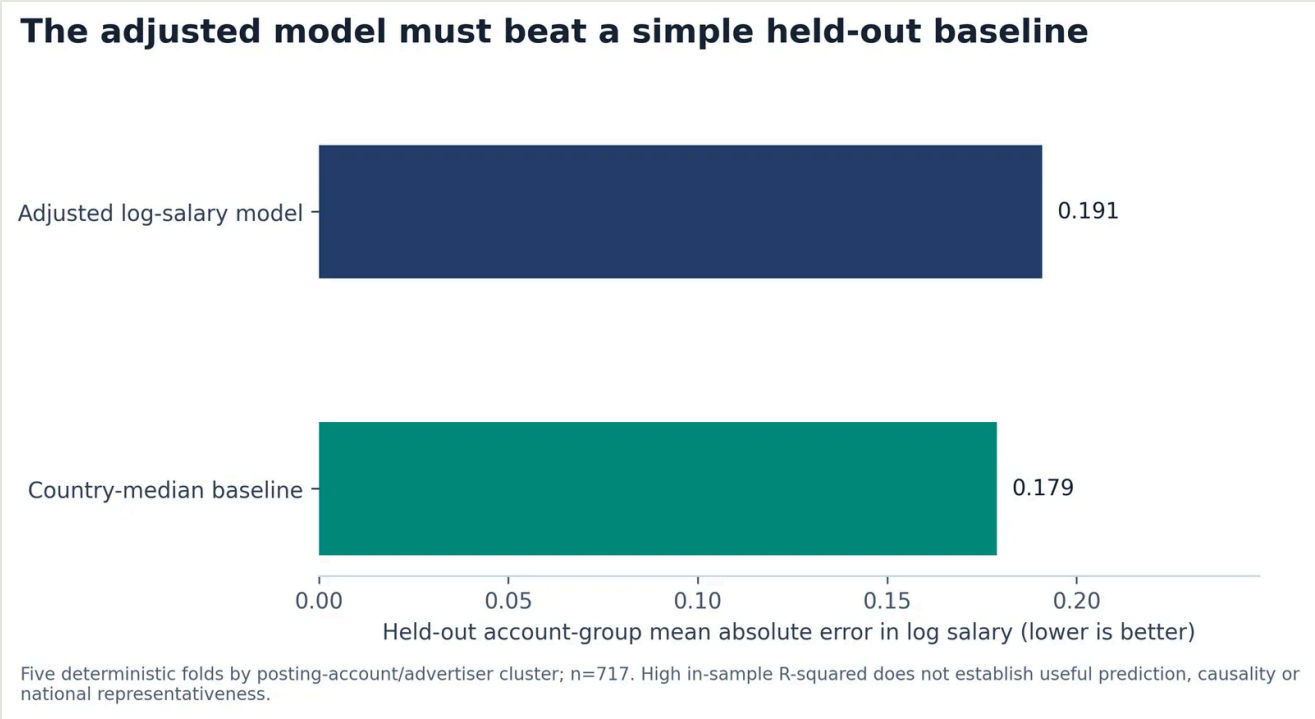



Figure 10. Group-held-out validation. Lower is better. The country-median comparator outperforms the fitted covariate model in this edition.

## 10 Country interpretation and further evidence

### Brunei

Programme scales, licensed school-subject roles, resident-only casual work and talent-pool enquiries describe different opportunities. Salary scales are contextual sources rather than independent job observations. Current core coverage is insufficient.

### Cambodia

Job announcements are identifiable, but salary periods and numerical offers are often unobserved. More employer-confirmed cash offers and provincial recruitment are needed before a national or city salary comparison is defensible.

### China

The largest bounded-salary evidence among the East Asian sources supports conditional city comparisons. Recruiter concentration, active-undated records, card/body scope and reduced vacation pay remain important. A next wave should add independently verified employer/direct-hire and local-language recruitment.

### Indonesia

Domestic-language and English-course recruitment provide real language-instruction evidence, but generic English-medium and subject roles require adjudication. Local advertised wages cannot be presented as an assumed expatriate package. City and applicant-population coverage remains uneven.

### Japan

ALT, eikaiwa, early-years and tertiary contracts have different teaching units and paid-month structures. Republication dates and unresolved employers require care. Per-koma rates and variable hourly-derived monthly averages remain outside the ordinary monthly wage pool.

### Laos

Much retrievable evidence lacks a verified original publication date or is mixed-role. Current dated employer notices and explicit paid periods are needed; old archive listings and repeated campaigns do not solve the gap.

### Malaysia

English-language instruction coexists with large adjacent literacy, preschool and school-subject recruitment. The core salary subset remains small. Foreign and Malaysian employee retirement contributions differ, so a single cash calculation cannot represent both profiles.

### Myanmar

Sparse comparable salaries, access barriers, historical records and currency/cost-market uncertainty prevent a credible national savings estimate. A USD price benchmark cannot be casually combined with MMK salaries under an unverified exchange-rate regime.

### Philippines

After excluding online delivery, office-based online tutoring and overseas placements, the observed local in-person sample is small. The absence of a payroll/savings estimate reflects inadequate comparable evidence, not a zero wage or a small national education sector.

### Singapore

Language, exam-preparation and tuition roles coexist with mainstream English-medium education. Even a high disclosed quote does not establish foreign work-pass eligibility. The model's foreign non-PR payroll and private one-bedroom budget are conditional choices, not the actual circumstances of domestic applicants.

### South Korea

Private-academy recruitment dominates. One observed posting account accounts for much of the salary evidence, limiting national inference despite many school labels. Independently sourced public-sector and direct-hire offers are a priority.

### Thailand

Public archives provide depth and city variety, but historical month-only records and syndicated cards differ from current full-page evidence. Qualification/nationality-specific pay schedules and paid vacation terms need offer-level verification.

### Timor-Leste

Very few identifiable paid opportunities were retrieved, and salary/living-cost evidence is insufficient. Volunteer programmes, old notices and evergreen enquiries cannot be substituted for current paid job data.

### Vietnam

Hourly language-centre work is a major observed pay format. Guaranteed paid hours, cancellation policies, gross/net basis and contract insurance eligibility are as important as the quoted rate. The smaller bounded monthly subset should not stand for the whole market.

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## 11 Limitations and interpretation boundaries

Coverage and selection. The sample has no known inclusion probabilities or external sampling frame. Online recruitment, accessible archives, English-language/expatriate boards and domestic boards reach different jobs and applicants. Source saturation does not establish national completeness. We did not weight to national teacher employment, because a defensible comparable reference population was unavailable. More advertisements reduce neither unknown source bias nor source-account dominance by themselves. [M1-M2]

Timing and duplication. Historical, active-undated and source-created dated records coexist. Import/republication dates cannot establish when the employer first recruited. No time-series demand or salary-growth claim is made from archive volume. Conservative campaign consolidation can omit genuine repeat recruitment; residual spelling, employer and syndicated variants can still duplicate opportunities. Advertisement counts never equal vacancies or hires.

Measurement and automated coding. Every included row has retrievable source evidence or an identifiable historical structured record, but not every field received employer confirmation or independent human double coding. Automated, rule-based extraction required repairs for annual-bonus versus pay-period confusion, increments versus base pay, salary package scope, hourly overtime, clocks/dates and source typos. Targeted cross-checks and deterministic validation reduce errors; they do not establish an error-free census. A future release should include a blinded human-coded validation sample with reported agreement and adjudication rates.

Salary selection. A bounded disclosed-pay sample excludes many one-sided, hourly, undisclosed, qualification-contingent and ambiguous offers. Non-disclosure is plausibly nonrandom. We do not impute missing salaries or estimate the unseen distribution. Midpoints do not establish wage acceptance, typical offers or attainable pay for a specific person. Explicit-gross samples are too small in many countries to verify the larger unspecified-basis modeling assumption.

Payroll and spending. The employee profile, city contribution benchmarks and cost multipliers are stated assumptions. Some payroll bands, local adjustments, employer-paid taxable benefits and treaty rules remain simplified. Contributor-based city price estimates are not random teacher expenditure surveys, and rent can be strongly neighborhood-dependent. Salary and cost snapshots have different measurement periods. The model omits some irregular costs and cannot certify take-home amounts or actual savings. Negative retained cash is a result under the stipulated scenario, not a welfare or employability verdict.

Eligibility and causal claims. Passport, degree, licensure, age, experience, sponsor and nationality conditions can restrict access. For example, Singapore's official salary thresholds vary with pass type, age and effective date; meeting a quoted lower threshold alone does not establish eligibility. Korea's English-teacher route and individual exemptions also require case-specific checks. The report does not infer protected characteristics from names, estimate discrimination causally or advise on a particular applicant's immigration rights. No model estimates the effect of moving country, buying a TEFL certificate or using GoTeach. [E1-E3]

## 12 Citing and reusing this study

The study page, figures and coded dataset are published under the Creative Commons Attribution 4.0 licence (CC BY 4.0). You may quote, chart and republish the numbers, including commercially, as long as you credit GoTeach and link to the study page. The licence covers our coding, analysis and figures; the underlying advertisements remain the property of their publishers.

Suggested citation: Irmatov, S. (2026). *English teaching jobs and salaries in East and Southeast Asia 2026* (Version 1.0). GoTeach Research. https://www.goteach.io/research/esl-teacher-salaries-asia-2026

Corrections are welcome. If you find a coding error or a broken source link, contact us through https://www.goteach.io/contact and we will correct the dataset and note the change in a new version. A future wave will be published as a new version rather than overwriting this snapshot.

## 13 Reproducibility and validation

The published downloads contain the coded advertisement dataset (CSV and Excel), the source link and board date for every advertisement, the city cash scenarios, the country salary summaries, and a workbook listing the payroll, exchange-rate and living-cost sources. The source ledger is separate from the paper so readers can trace individual ads. Raw descriptions and personal recruiter contacts are withheld; private file fingerprints document what was captured without redistributing the pages.

The payroll script includes known tax-band arithmetic and gross-to-net reconciliation checks. The integration script checks units, bounds, date eligibility, role scope, account dependence and salary flags. Record-level review identified and repaired concrete extraction and coding errors before the final run. The frozen analysis can be rerun without network access from the release fact dataset; the statistical seed and software versions are documented, and the analysis code is available on request. Rerunning acquisition later can yield different listings, metadata or page availability, so a fresh collection is a new wave, not an exact reproduction of this snapshot.

The Excel workbook supplies readable data and selected formula-based budget calculations. Statistical results and tax outputs are labeled snapshots from the analysis code; editing workbook assumptions is not a complete re-estimation of the tax or regression models.

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All individual advertisement URLs, board dates and evidence levels are supplied in the source-links download. The full payroll, FX, cost and method-source list is in the dataset workbook.