

APAC Salary Benchmark 2026

What global teams pay to hire engineers remotely from APAC. 208 benchmarks across 31 roles and 9 markets, quoted as the hourly rate an international employer pays, against the US, UK and Western European rates they replace.

The Headline Numbers

\$48/hr

Median senior engineer hired remotely from Philippines

\$103/hr

The same seniority from Hong Kong, the dearest in the region

65%

Below the \$135/hr US senior contract rate

208

Role and market benchmarks in this edition

Every figure in this report is a rate an international employer pays per hour, on the same basis as the US, UK and Western European rates it is compared against. Local employed salaries appear alongside, because employing someone locally is the other way to do this and it prices differently.

Do Not Multiply a Rate by 2,080

An hourly contract rate carries utilisation, benefits, bench time and engagement risk that a salary does not. Multiply a \$70 Vietnam rate by a full-time year and you get \$145,000, which is nowhere near what employing that engineer costs. This report never converts one into the other, and neither should a budget.

What the Same Seniority Costs Outside APAC

Senior contract rates, what a buyer pays per hour rather than what an employee earns.

Market	Senior rate	Basis
United States	\$110-\$160/hr	Senior contract bill rate through an agency or staffing firm
United Kingdom	\$100-\$160/hr	£600 to £1,000 a day for a senior contractor, at eight hours
Western Europe	\$100-\$180/hr	Germany, the Netherlands and the Nordics sit in a similar band

Collected from published 2026 contractor and staff-augmentation rate surveys. Ranges are wide because agency, direct and platform rates differ materially for the same engineer.

An APAC rate only means something against the rate it replaces. The gap is widest in Southeast Asia and narrowest in Hong Kong and Singapore, which are developed markets competing for the same engineers as London and New York rather than undercutting them.

Rates and Employment Costs by Market

Median across every role benchmarked in that market.

Market	Roles	Remote rate	vs US	Employed salary	Burden	Employed total
Philippines	29	\$48/hr	−65%	\$24,500	+13.5%	\$27,800
Vietnam	27	\$51/hr	−62%	\$31,300	+14.2%	\$35,700
Indonesia	28	\$53/hr	−61%	\$20,600	+14.6%	\$23,600
Thailand	21	\$54/hr	−60%	\$43,500	+0.61%	\$43,800
Malaysia	22	\$55/hr	−59%	\$39,600	+13.6%	\$45,000
Taiwan	11	\$68/hr	−50%	\$52,500	+13.74%	\$59,700
Singapore	27	\$80/hr	−41%	\$122,300	+17%	\$143,000
China	20	\$80/hr	−41%	\$95,000	+20.26%	\$114,200
Hong Kong	23	\$103/hr	−24%	\$137,500	+1.88%	\$140,100

The remote rate is what an international employer pays per hour. The employed columns are a separate model: local salary plus statutory contributions, before recruitment, equipment and any entity or employer-of-record fee.

- **Philippines.** Low ceilings; the statutory 13th month is the larger half.
- **Vietnam.** Capped contributions, so the rate falls from 23.5% at mid pay.
- **Indonesia.** BPJS near 9% plus the statutory THR at 8.33%.
- **Thailand.** Social security is capped at THB 15,000 of wages.
- **Malaysia.** EPF 12% plus SOCSO and EIS on a capped wage.
- **Taiwan.** Labour and health insurance plus a 6% pension contribution.
- **Singapore.** CPF 17% for citizens and PRs, nil for Employment Pass holders.
- **China.** The heaviest in the region even after the caps bite.
- **Hong Kong.** MPF is capped at HKD 1,500 a month.

The Matrix

Senior remote rate in USD per hour, midpoint of the band. Part one of two.

Role	Vietnam	Philippines	Indonesia	Malaysia	Thailand
Data Engineer	\$78	.	\$93	\$108	\$93
DevOps Engineer	\$70	\$88	\$93	\$103	.
AI Engineer	\$85	\$75	\$93	\$103	.
Blockchain Developer	.	\$58	\$73	.	\$80
Machine Learning Engineer	\$65	\$55	\$72	.	\$73
Go Developer	\$72	\$51	\$54	\$45	.
Cybersecurity Engineer	\$63	\$48	\$58	\$70	.
Mobile App Developer	\$50	\$55	\$60	\$65	\$68
Cloud Engineer	\$60	\$47	\$55	\$65	\$45
Data Scientist	\$65	\$48	\$54	.	\$65
Full-Stack Developer	\$60	\$55	\$60	\$68	.
Java Developer	.	\$62	.	\$43	\$65
Kotlin Developer	\$48	\$43	\$50	\$58	\$60
Node.js Developer	\$48	\$54	\$37	\$55	\$65
React Developer	\$55	\$37	\$55	\$43	.
Web Developer	\$58	\$45	\$53	.	\$70
Python Developer	\$55	\$33	\$54	.	\$54
iOS Developer	\$50	\$43	\$48	\$60	\$54
Android Developer	\$51	\$34	\$47	\$43	\$55
Angular Developer	\$57	\$51	\$37	\$48	\$48
Flutter Developer	\$50	\$48	\$53	\$55	\$48
Game Developer	\$50	\$43	\$45	\$58	\$50
Vue.js Developer	\$48	\$37	\$48	.	.
.NET Developer	\$45	\$43	\$43	\$48	\$48

Role	Vietnam	Philippines	Indonesia	Malaysia	Thailand
Backend Developer	\$48	\$51	\$48	.	.
PHP Developer	\$40	\$54	\$34	\$40	\$48
UI/UX Designer	\$47	.	\$47	\$48	\$48
QA Engineer	\$25	\$27	\$29	\$43	\$48
WordPress Developer	\$43	\$38	\$34	\$37	\$45

The Matrix, Continued

Part two of two. A dot is a pair we do not place into and therefore do not benchmark.

Role	Singapore	Hong Kong	Taiwan	China
Data Engineer	\$165	\$155	\$120	\$108
DevOps Engineer	\$155	\$155	\$113	.
AI Engineer	\$155	.	.	\$125
Blockchain Developer	\$160	\$165	.	\$107
Machine Learning Engineer	\$175	\$125	.	\$93
Go Developer	\$100	\$130	.	\$70
Cybersecurity Engineer	.	\$120	.	\$80
Mobile App Developer	\$120	\$118	\$103	.
Cloud Engineer	\$113	\$110	\$68	\$93
Data Scientist	\$80	\$138	.	\$83
Full-Stack Developer	\$103	.	\$73	.
Java Developer	\$70	\$88	\$49	.
Kotlin Developer	\$120	\$90	.	\$65
Node.js Developer	\$108	\$83	.	\$60
React Developer	\$68	\$90	\$60	\$80
Web Developer	\$115	.	.	.
Python Developer	\$80	\$103	\$74	\$59
iOS Developer	\$80	\$103	.	\$85
Android Developer	\$76	\$108	\$58	\$78
Angular Developer	\$74	\$108	.	\$65
Flutter Developer	\$70	\$98	.	\$60
Game Developer	\$125	\$103	\$68	.
Vue.js Developer	\$75	\$100	.	\$60
.NET Developer	\$78	\$95	.	\$93

Role	Singapore	Hong Kong	Taiwan	China
Backend Developer	.	.	.	.
PHP Developer	\$77	.	\$53	.
UI/UX Designer	\$61	\$80	.	\$88
QA Engineer	\$65	\$65	.	\$58
WordPress Developer	\$55	.	.	.

The Market Matters More Than the Role

Across the dataset the highest-rated role commands about 2.7x the lowest at the same seniority. A single role swings up to 3.2x between its cheapest and dearest APAC market. Where you hire moves the number more than what you hire, which is why a regional average is the wrong unit for a budget.

Role	Markets	Median rate	Cheapest	Dearest	Spread
Data Engineer	8	\$108/hr	Vietnam \$78	Singapore \$165	2.1x
DevOps Engineer	7	\$103/hr	Vietnam \$70	Singapore \$155	2.2x
AI Engineer	6	\$98/hr	Philippines \$75	Singapore \$155	2.1x
Blockchain Developer	6	\$93/hr	Philippines \$58	Hong Kong \$165	2.9x
Machine Learning Engineer	7	\$73/hr	Philippines \$55	Singapore \$175	3.2x
Go Developer	7	\$70/hr	Malaysia \$45	Hong Kong \$130	2.9x
Cybersecurity Engineer	6	\$66/hr	Philippines \$48	Hong Kong \$120	2.5x
Mobile App Developer	8	\$66/hr	Vietnam \$50	Singapore \$120	2.4x
Cloud Engineer	9	\$65/hr	Thailand \$45	Singapore \$113	2.5x
Data Scientist	7	\$65/hr	Philippines \$48	Hong Kong \$138	2.9x
Full-Stack Developer	6	\$64/hr	Philippines \$55	Singapore \$103	1.9x
Java Developer	6	\$63/hr	Malaysia \$43	Hong Kong \$88	2.1x
Kotlin Developer	8	\$59/hr	Philippines \$43	Singapore \$120	2.8x
Node.js Developer	8	\$58/hr	Indonesia \$37	Singapore \$108	2.9x
React Developer	8	\$58/hr	Philippines \$37	Hong Kong \$90	2.5x
Web Developer	5	\$58/hr	Philippines \$45	Singapore \$115	2.6x
Python Developer	8	\$57/hr	Philippines \$33	Hong Kong \$103	3.2x
iOS Developer	8	\$57/hr	Philippines \$43	Hong Kong \$103	2.4x
Android Developer	9	\$55/hr	Philippines \$34	Hong Kong \$108	3.2x
Angular Developer	8	\$54/hr	Indonesia \$37	Hong Kong \$108	2.9x
Flutter Developer	8	\$54/hr	Thailand \$48	Hong Kong \$98	2.1x
Game Developer	8	\$54/hr	Philippines \$43	Singapore \$125	2.9x
Vue.js Developer	6	\$54/hr	Philippines \$37	Hong Kong \$100	2.7x

Role	Markets	Median rate	Cheapest	Dearest	Spread
.NET Developer	8	\$48/hr	Indonesia \$43	Hong Kong \$95	2.2x
Backend Developer	3	\$48/hr	Vietnam \$48	Philippines \$51	1.1x
PHP Developer	7	\$48/hr	Indonesia \$34	Singapore \$77	2.3x
UI/UX Designer	7	\$48/hr	Vietnam \$47	China \$88	1.9x
QA Engineer	8	\$45/hr	Vietnam \$25	Singapore \$65	2.6x
WordPress Developer	6	\$40/hr	Indonesia \$34	Singapore \$55	1.6x

Roles benchmarked in at least three markets.

What Each Step of Seniority Costs

Median remote rate across every benchmark, as a multiple of junior.

Band	Benchmarks	Median rate	Multiple of junior
Junior	208	\$29/hr	1.00x
Mid-level	208	\$43/hr	1.48x
Senior	208	\$60/hr	2.09x
Lead	208	\$83/hr	2.87x

Junior is nought to two years, mid three to five, senior six or more, lead is a role with reporting or architecture ownership.

Method

- **Where the numbers come from.** Second Talent rate cards, one per role and market, maintained from placement and offer data. All 208 are read into this benchmark, so it and the individual rate card pages cannot drift apart.
- **Remote rates.** The USD hourly figure each rate card lists for an international employer. Quoted as an hourly range and never annualised.
- **Employed salaries.** The local monthly band from the same rate card. Local salaries converted at spot rates on 20 August 2026, annualised at twelve months and rounded to the nearest \$500.
- **Global reference rates.** Senior contract rates outside APAC, from published 2026 contractor and staff-augmentation rate surveys rather than our own data.
- **Employer burden.** Statutory employer contributions at senior salary level, from our country payroll guides, each checked against the statutory arithmetic before publication.
- **Limits.** Market ranges rather than a census. The spread inside a single market is wider than the gap between some of the markets listed. Cambodia and India are markets we place into but hold out here because we do not yet publish verified statutory figures for them.

Sources

- Second Talent developer rate cards, one per role and market, updated monthly from placement and offer data.
- Second Talent country payroll guides for Vietnam, the Philippines, Indonesia, Malaysia, Thailand, Singapore, Hong Kong, Taiwan and China, with employer uplift verified against statutory arithmetic.
- Published 2026 contractor and staff-augmentation rate surveys for the United States, the United Kingdom and Western Europe.
- Foreign exchange: Local salaries converted at spot rates on 20 August 2026.

Hiring Engineers in APAC? Second Talent sources, vets and employs senior engineers across every market in this benchmark, on our own entities. Tell us the role and get a costed shortlist within 24 hours. secondtalent.com/find-the-talent-you-need

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