

Different Regional Expectations to Photos in Resumes

Countries & Regions

Photo Preferred/Expected:

- **Europe:** Germany, France, Spain, Austria, Belgium, Switzerland, and much of Southern & Eastern Europe.
- **Asia:** China, Japan, South Korea, and Indonesia.
- **Latin America:** Brazil, Mexico, and Argentina.
- **Middle East:** Many countries in the region expect photos.
- **Africa:** Photos are common in countries like South Africa, Nigeria, and Egypt.

Photo Optional/Neutral:

- **Scandinavia:** Sweden, Norway, and Denmark.
- **Southeast Asia:** Thailand and Malaysia.
- **Certain Industries:** In creative roles like design, media, or customer-facing roles, photos may be well-received even where they're not culturally required.

Photo Discouraged/Prohibited:

- **North America:** The United States and Canada strongly discourage resume photos to avoid potential discrimination.
- **UK & Ireland:** Generally frowned upon; it can be seen as unprofessional and lead to potential discrimination issues.
- **Australia & New Zealand:** Photos are uncommon and often unnecessary.