

amazon

The Amazon logo, featuring the word "amazon" in a bold, black, lowercase sans-serif font. Below the text is a curved orange arrow that starts under the letter 'a' and points to the right, ending under the letter 'n'.

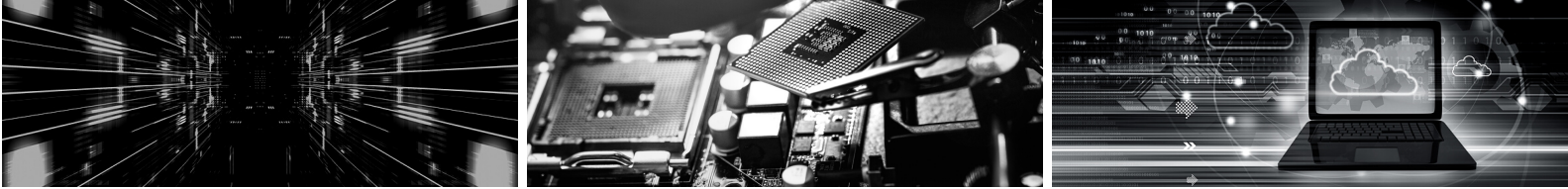
2022

Company Profile

Women's Power & Influence Index (1.0)

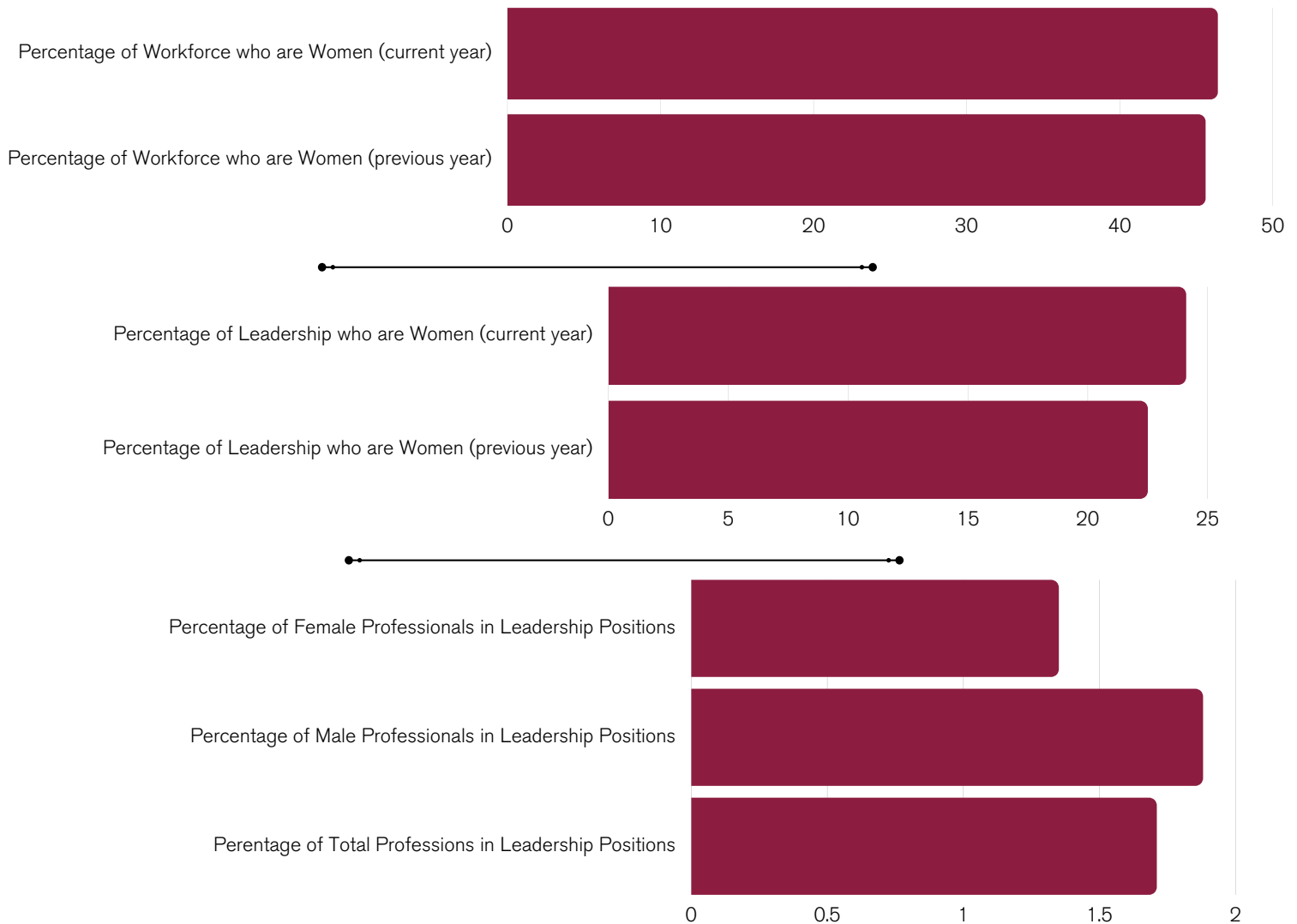


Arizona State University



Amazon, an online retailer that offers a wide range of consumer products and streaming services, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power and Influence Index. Women at Amazon earn the same as their male counterparts. Amazon also has female-based career development programs, it uses product promotion to empower women-owned businesses and provide childcare, fertility benefits, and paid leave exceeding government mandates. While Amazon does offer peer-to-peer mentoring, there are no specific mentorship opportunities for advancing the careers of female employees we could find. Though Amazon has committed to increasing women roles in leadership by 30% year-over-year, only 24% of their leadership positions are held by women and 46% of their total workforce is female (as of this writing).

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 9/18/2023.

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"Amazon prioritizes pay equity. A review of the compensation awarded in 2020 at Amazon, including base pay, cash bonuses, and stock, shows that women employees in the U.S. were on par in pay equity with men, earning a dollar for every dollar that men earned performing the same jobs, and minorities earned 99.2 cents for every dollar that white employees earned performing these same jobs."

Ref: Pg 76, [Amazon CSR Report](#)

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"Women@Amazon, Women in Finance & Global Business Services (FGBS) Initiative (WiFi) and Amazon Women in Engineering are development programs tailored towards professional development."

Ref: Pg 6, [Amazon Affinity Groups](#)

Mentorship

Mentorship Score

0

Existence of formal mentoring programs to facilitate advancement of careers of female employees

Information related to this criterion could not be found.

Recruitment Efforts

Written commitment to attracting women to open positions

Recruitment Efforts Score

1

"Increase the number of women at L8-L10 (Senior Principals, Directors, VPs, and Distinguished Engineers) in tech and science roles by 30% year-over-year."

Ref: Pg 4, [Amazon Women Recruitment](#)

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"Amazon will offer a new family care benefit through Care.com to 650,000 full and part-time Amazon and Whole Foods Market employees in the U.S. This benefit will provide each employee up to 10 days of subsidized emergency backup child or adult care between now and June 30, 2021."

Ref: Pg 2, [Amazon Childcare](#)

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Amazon offers generous, flexible paid leave for parents, from our hourly employees to our most senior executives. We offer up to 20 weeks of paid leave to birth mothers and six weeks to non-birth parents or parents who adopt."

Ref: Pg 66, [Amazon CSR Report](#)

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Access to comprehensive infertility coverage."

Ref: pg. 66, [Amazon CSR Report](#)

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"Through the Amazon business credentialing program, minority-owned, women-owned, veteran-owned, and LGBTQIA+-owned small businesses can promote their products."

Ref: Pg 74, [Amazon CSR Report](#)

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

1

"SheDares is a free, online learning program that aims to inspire professional women to consider a career in the technology industry and show them pathways to this criterion. consider. The program was designed for women in Australia but is accessible globally...The development of SheDares was underpinned by research that confirmed barriers to women considering a role in the tech industry. The research findings included the perception of a steep learning curve, not knowing where to start in terms of exploring tech career pathways, and a lack of visible female role models."

Ref: pg 1, ["SheDares" Amazon](#)

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"As outlined in our Code of Business Conduct and Ethics, we do not tolerate discrimination, violent and threatening behavior, or harassment."

Ref: [Amazon Human Rights Principles](#)

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"We will build a scalable mechanism in Connections, an employee feedback mechanism, to inspect inclusion sentiment by demographic for all employees and we will ensure that 100% of Amazonians take company-wide, required inclusion training."

Ref: Pg 72, [Amazon CSR Report](#)