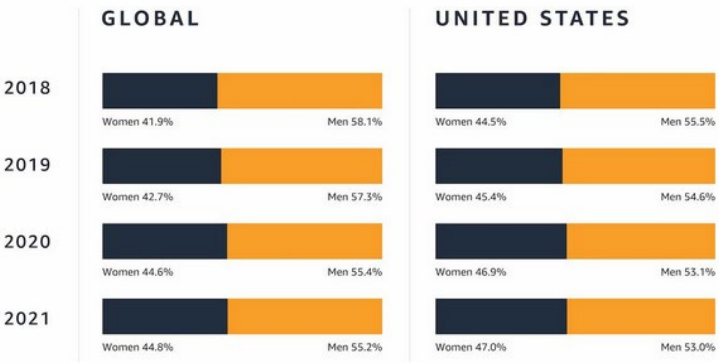
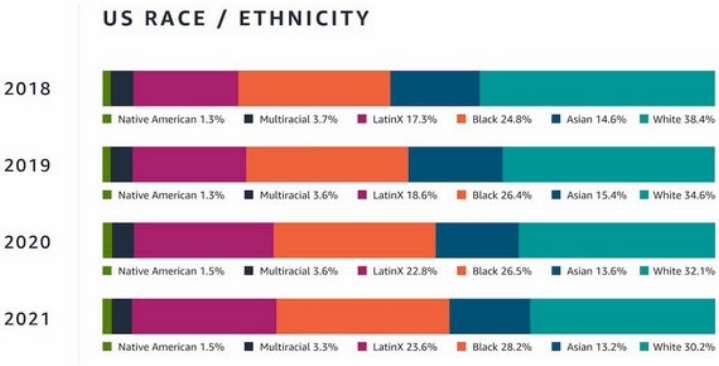
Representation matters. We track the representation of women and underrepresented communities because we know that diversity helps us build better teams that obsess over and better represent our global customer base.

We have made year-over-year progress, and we will continue to strive for better representation across our company.

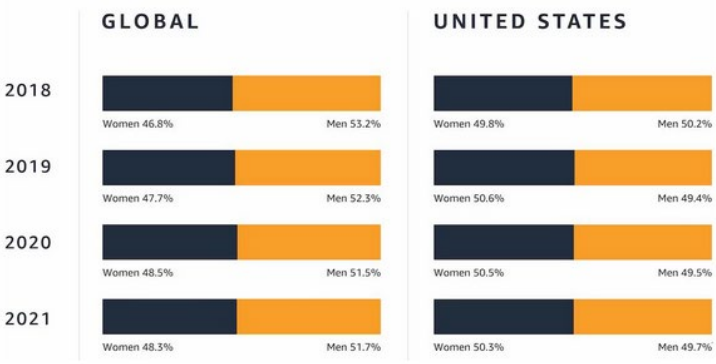
See below for a four-year trend of our global gender and U.S. race and ethnicity data as of December 31, 2021.

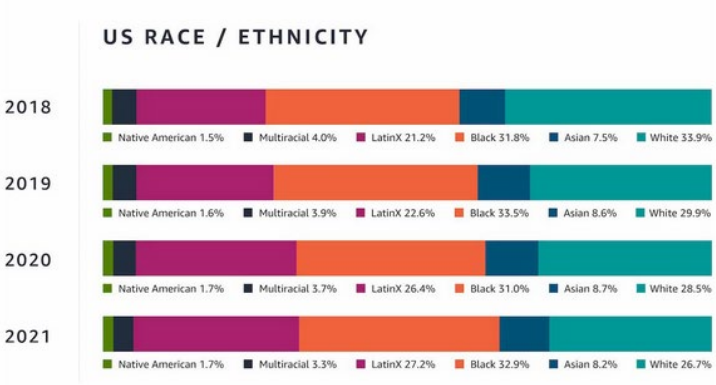
Amazon Workforce (All Levels)



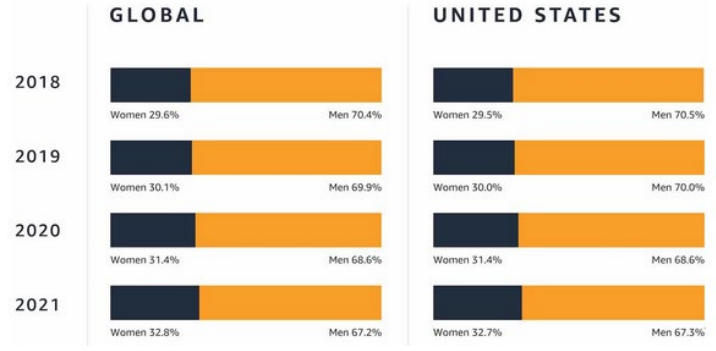


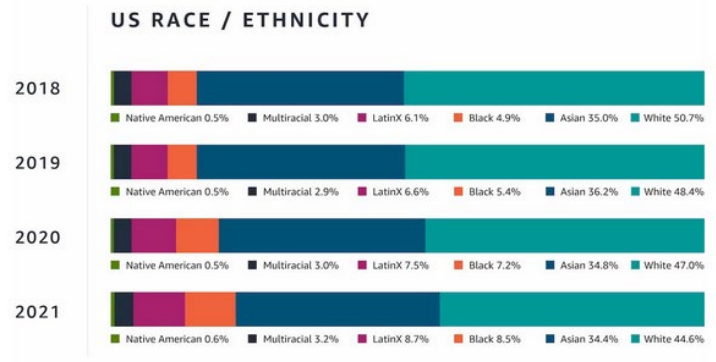
Field & Customer Support (Level 1 – Level 3)



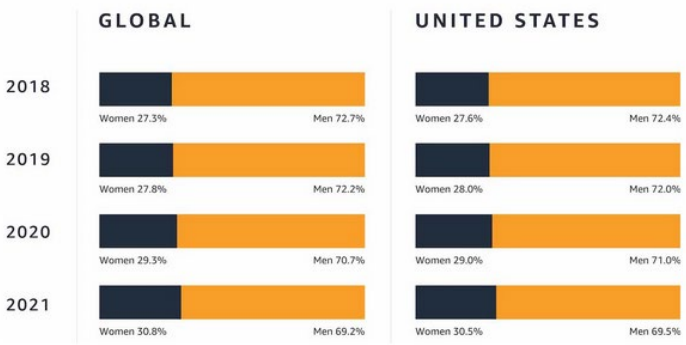


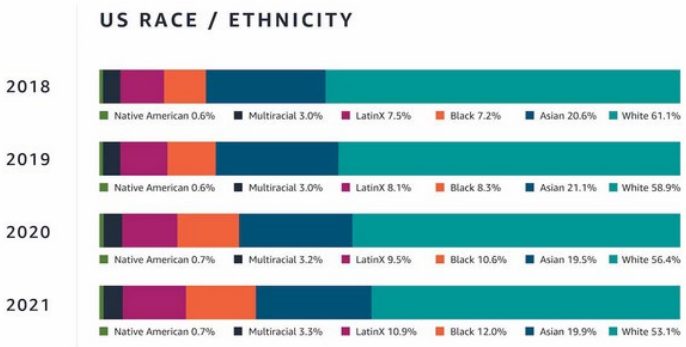
Corporate Employees (Level 4 – Level 7)



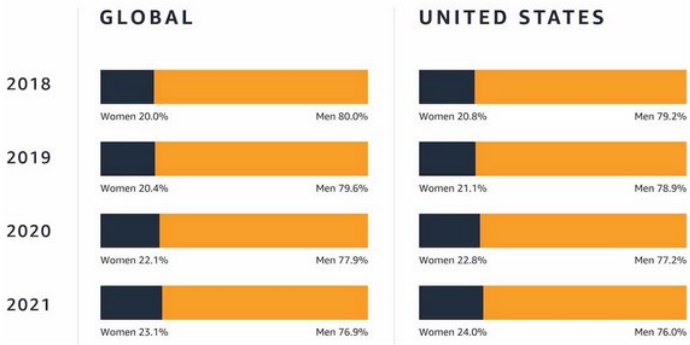


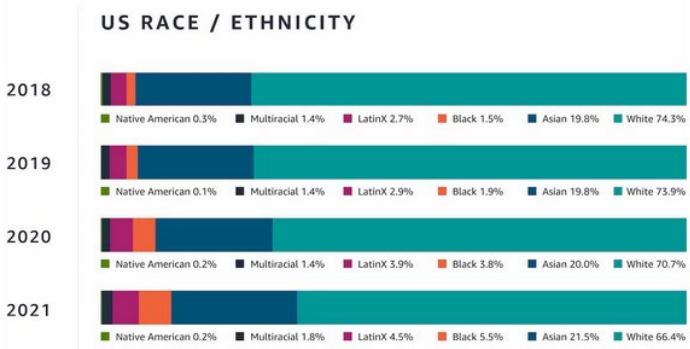
People Managers





Senior Leaders (Level 8+)





A review of the compensation awarded in 2022 at Amazon, including base, cash bonuses, and stock, shows that women globally and in the U.S. earned 99.6 cents and 99.5 cents, respectively, for every dollar that men earned performing the same jobs, and minorities in the U.S. earned 99.5 cents for every dollar that white employees earned performing these same jobs. We continue to prioritize pay equity.

Note: Employees included in these data are those for whom gender, race, or ethnicity has been identified. Amazon recognizes gender is not binary. Historically underrepresented communities refer to Women, Black, Hispanic/Latinx, Multiracial, and Indigenous peoples as groups whose representation in tech has been historically low.

View Amazon's EEO-1 consolidated reports

2019 (PDF)
2020 (PDF)
2021(PDF)