We strive to be Earth’s best employer. This begins with offering competitive starting wages in locations around the world, and continues with benefits, support, and opportunities to help employees reach their full potential.
Going Above and Beyond With Starting Wages

OUR PROGRESS

$18+

Average starting wage in the U.S.

We’re proud that our average starting wage has increased to $18 per hour in the U.S. In the UK, Germany, and France, our minimum starting wages are 10 GBP, 12 EUR, and 10.88 EUR, respectively.

SPOTLIGHT

The Ripple Effect

Sylvia's Café, a Caribbean-style restaurant run by wife-and-husband team Sylvia Burke and François Theodore, is located near an Amazon fulfillment center in Opa-locka, Florida. Throughout the pandemic, the presence of Amazon employees looking for great food meant that the doors of Sylvia’s Café didn’t shut.

This was thanks, in part, to employees like Nelly Nelson, whose higher wage means she can make better food choices. “Instead of fast food, I’m able to eat better, healthier food,” she said.

There are similar stories across our operations network, from EastBrew Café and Bakery near a fulfillment center in Eastvale, California, to The Parlor Salon and Spa in Murfreesboro, Tennessee. These are small examples of the big impact our wages are having on communities across the U.S.
ON AMAZON NEWS
Rising Tide: Tasting Success

Our Inclusive Benefits
An at-a-glance look at our investments in the health, family, and life of our employees in the U.S.

Health care

Medical, prescription drug, dental, and vision coverage

Adoption reimbursement

Expanded reimbursement of travel costs to cover treatment for non-life-threatening medical issues when travel is required, including elective abortion and infertility

Gender transition benefits, including gender affirmation
Access to Leave Share, which allows employees to donate up to six weeks of their paid parental time to their partner, should their partner’s employer not offer paid parental leave

On-site and Neighborhood Health Centers providing convenient access to high-quality care

Mental health support, with free confidential counseling and work-life services for employees, their families, and members of their households

In-network health options for virtual care, specialty centers of excellence, and health care decision support

Up to 20 weeks of paid leave for birthing parents and up to six weeks of paid leave for parents who do not give birth

Access to comprehensive infertility resources and treatment coverage

Access to Ramp Back, which allows parents to work a reduced schedule for up to eight weeks after the birth or adoption of a child

A Family-Friendly Employer
We know that the time employees spend at work is just one part of what makes them who they are, and that balance between work and home is essential for their well-being.

We prioritize benefits that support employees’ families of all kinds.

In the U.S., for eligible full-time and reduced-time employees, Amazon offers up to 20 weeks of paid leave for birthing parents and up to six weeks for non-birth parents or parents who adopt. Our Ramp Back program allows parents to work a reduced schedule for up to eight weeks after the birth or adoption of a child.

In the U.S., Amazon offers FamilyFlex benefits to help bring more women and parents back to the workforce. These include Anytime Shift, which allows employees who choose these roles to create their own work schedule.

**OUR PROGRESS**

As of 2021, there were over 23,000 open roles that qualify for Anytime Shift, and more than 100,000 employees had taken advantage of this option.

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**SPOTLIGHT**

**Investing in Health and Wellness**

Taking care of our employees’ health and wellness is a priority. We strive to offer benefits that are inclusive for our employees, regardless of their personal circumstances.

We offer health care benefits to all regular, full-time Amazon employees in the U.S., including medical, prescription drug, dental, and vision coverage. In regions with fewer options for convenient access to high-quality and affordable primary and mental health care, we launched Neighborhood Health Centers to support our employees and their families, with 17 locations across the U.S. as of the end of
We have developed a health care benefits system that, where possible, provides gender transition benefits, including gender affirmation. We also maintain internal resources to help managers and team members support employees who are transitioning.

Mental health resources are available 24/7 to all employees, their families, and anyone in their household through Amazon’s employee assistance program, which also offers virtual treatment options.

In 2022, we’re expanding our programs globally to reach more employees, provide more mental health support for children and teens, and offer innovative solutions to meet the needs of neurodiverse families.

For employees outside of the U.S., we offer 24/7, on-demand support for mental health and work-life concerns, along with immediate consultation and support after a critical incident or traumatic event.

We also believe in providing support for child and adolescent mental health, including clinical guidance for parents of children who have neurodevelopmental disorders, such as autism spectrum disorders, or any type of behavioral, social, learning, or emotional challenge. Amazon provides employees in the U.S. free access to expert consultants and educational materials for parents to help children build the skills needed to reach their full potential.
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