



OPEN FOR ALL

PRIDE



LOVE IS LOVE

PayPal India supports you being your authentic self. That's why we offer a suite of benefits that support the whole you.

Plan for a Family - Your Way:



PayPal pays 100% of the premium to provide medical insurance cover of INR 500,000 for employees and their eligible dependents. Employees can cover immediate family members, including their spouse / same-sex partner, children, and parents / parents-in-law.

Adoption Assistance

PayPal's adoption assistance program provides financial assistance to adopting parents to help offset the expenses incurred as part of the child adoption process and coverage of up to INR 1,00,000 per adoption to help with expenses incurred towards legal, regulatory, and agency costs.

Fertility treatment coverage

Intrauterine insemination (IUI), In Vitro Fertilization (IVF) / Infertility treatment, covered up to INR 200,000 on OPD/IPD basis (Includes ZIFT, GIFT, ICSI).

Surrogacy coverage

Delivery charges for a surrogate are covered up to the childbirth benefit limit as per the medical insurance program. Includes pre- and postnatal expenses, too.



Transgender Benefits

Gender reassignment surgery

Under the medical insurance program, expenses incurred towards gender reassignment surgery is covered up to the base sum insured (i.e., INR 5,00,000).



Build Resilience and Manage Stress

Stress management

Calm is the world's No. 1 app for mental well-being, helping millions of people lower stress levels, decrease anxiety, improve focus, and sleep better. PayPal employees can enjoy free subscription of the Calm app - whether employees have 30 seconds or 30 minutes, Calm can help.

Counselling sessions

The Employee Assistance Program offers confidential counselling at no cost to the employees. Talk with a therapist to support through the transition or family planning. In addition to counselling services, the EAP offers self-help programs, interactive tools, and other resources to help with life's challenges.



Benefits for the Whole You.

We're here to support you, no matter what life throws your way. Your health, your finances, your family - your overall well-being.

Visit paypalbenefits.com for more information about India employee benefits.

The rights, if any, of employees to participate in the benefits programmes and to receive benefits under such programmes are governed by the terms and conditions of the applicable benefit plans and PayPal policies (the "Benefit Plans"), rather than any summary or other communication. In the event of any conflict between any summary or other communication and the Benefit Plans, the applicable Benefit Plan shall control. Information contained in this communication does not create a right to employment and will not be interpreted as forming an employment contract or affecting an employee's employment status, which remains at-will. PayPal reserves the right to make changes or cancel any benefits at any time, at PayPal's sole discretion.