



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

Family planning

Depending on your doctor's recommendation, you may be able to undergo fertility preservation and treatment. Fertility preservation can be used prior to reassignment therapies. All related treatments are covered under the medical insurance programme, up to INR 2,00,000.

Adoption Assistance

PayPal's adoption assistance programme provides:

- Financial assistance to adopting parents to help offset the expenses incurred as part of the child adoption process.

Coverage of up to INR 1,00,000 per adoption to help with expenses incurred towards legal, regulatory, and agency costs.

Reproduction services

Intrauterine insemination (IUI) coverage: Sperm is placed inside a uterus to facilitate fertilisation. Charges for IUI are covered up to INR 2,00,000.

Reciprocal or partner in vitro fertilisation (IVF) coverage: If both partners are covered, reciprocal IVF allows one partner to supply the eggs for IVF, while the other partner can be the gestational carrier of the pregnancy. IVF is covered up to INR 2,00,000.

Surrogacy coverage

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

Transgender Benefits

Gender confirmation surgery

Under the ICICI Lombard medical insurance programme, you're covered up to the base sum insured (i.e., INR 5,00,000) for gender reassignment/confirmation surgery.

Build Resilience and Manage Stress

Stress management

meQuilibrium is a personalised online resilience programme that helps you deal with challenges, solve problems, and live a happier and more productive life. Scientifically backed activities and meditations will help you sleep better—and feel less stressed.

Counselling sessions

The Employee Assistance Programme offers confidential counselling at no cost to you. Talk with a therapist to support you through your transition or family planning.

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.