



Council of Europe  
Brussels, Belgium  
www.coe.int

### Industry:

Public Sector

### Annual Revenue:

US\$339 million

### Employees:

2,500

### Oracle Products & Services:

PeopleSoft Enterprise  
Human Capital Management  
Global Payroll

**“Oracle’s PeopleSoft Enterprise application satisfies the specific, complex needs related to managing an international payroll and human-resources.”**

– Bernard Job, Head of Division,  
Council of Europe

## The Council of Europe Accelerates Pay Processing for 2,200 Officials Worldwide

The Council of Europe was created in 1949 to promote and defend human rights, democracy, and the rule of law in Europe. Its also develops continent-wide agreements to standardize member countries' social and legal practices and promote awareness of a European identity based on shared values in the context of different cultures. It has 46 member countries, including 21 countries from Central and Eastern Europe.

### Challenges

- Help manage the complexity handling human resources for a large international organization with varied employee profiles, including permanent and temporary employees and interpreters
- Comply with member countries’ regulatory requirements

### Solution

- Upgraded internal payroll to Oracle’s PeopleSoft Enterprise Global Payroll for 132 users, ranging from administrative and payroll departments to the applications managers
- Delivered a flexible configuration that adapts easily to the agency’s specific regulatory constraints, multilingual and multicultural environment, and legal framework
- Automated and accelerated payroll processing for council officials while complying with complex management rules such as backdating, pay segmentation calculations, and currency management
- Unified business processes and optimized IT investment through the use of standardized, flexible technology
- Using integrated workflow capabilities to improve administrative management, holiday leaves, and leaves of absence
- Integrated payroll management with the Council of Europe’s other accounting and financial management applications for overall operational efficiency