The stressless work culture enabled by continuous unobtrusive monitoring of organisation's mental health. The stressless work culture enabled by continuous unobtrusive monitoring of organisation's mental health. Result in less absenteeism and greater productivity, as well as lower healthcare costs. Additionally, Mad@Work will allow companies to gain access to new markets, for example, Human Resource Management and insurance (the former market is estimated to reach USD 30.0 billion by 2025, and the latter to reach USD 1009.28 billion by 2023 at a compound annual growth rates of 10% and 7% respectively). Overall, this represents excellent opportunities for individuals, businesses and society at large.

ADDRESSING THE CHALLENGE
A healthy and motivated workforce is the key to enterprise success, while workplace stress costs employers and society a lot, both directly (up to 50% of all lost working days are linked to it) and indirectly (by reducing work engagement). Although workplace stress is fairly common nowadays (24.4% of EU workers experience frequent or constant stress at work in 2015), research into assessing mental conditions is still to be translated into practical tools.

PROPOSED SOLUTIONS
The Mad@Work (Mental Health and Productivity Boosting in the Workplace) project will take the next step towards unobtrusive, privacy-safe solutions for diverse working environments. Important aspects include monitoring of personal conditions by unobtrusive sensors, embedded into work environment and personal devices, and environmental quality monitoring to ensure office comfort. Personal conditions will be continuously assessed over time and anonymously aggregated into an organisational barometer, in order to make employee dissatisfaction visible to HR in a timely manner and thus to facilitate an empathic work culture and better workload distribution. Mad@Work solutions will be developed and tested in long-term pilots in the course of normal work life of knowledge workers.

PROJECTED RESULTS AND IMPACT
Mad@Work’s key results will be products and services to facilitate employee collaboration, engagement and mental health simultaneously – an innovation that does not yet exist. This will also improve the current State-of-the-Art, such as by achieving 80% accuracy in assessing long-term personal conditions/trends by unobtrusive sensors. Privacy protection and convenience of Mad@Work solutions for end users would help to increase their intake. The subsequent improvements to quality of life will result in less absenteeism and greater productivity, as well as lower healthcare costs. Additionally, Mad@Work will allow companies to gain access to new markets, for example, Human Resource Management and insurance (the former market is estimated to reach USD 30.0 billion by 2025, and the latter to reach USD 1009.28 billion by 2023 at a compound annual growth rates of 10% and 7% respectively). Overall, this represents excellent opportunities for individuals, businesses and society at large.

The ITEA project Mad@Work focuses on the detection and mitigation of mental health conditions, such as work stress and burnout. By combining heterogeneous environmental and/or wearable data sources into actionable information, the project will help to prevent mental illnesses of employees and thus to reduce the burden of mental illness for businesses and society.
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**Mad@Work**

**Project start**  
September 2020

**Project end**  
June 2023

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