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A Systematic Review of Health-Promoting Interventions for Physical and Mental Health of Working Women

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Backgrounds

Stress-related disorders have substantially increased among working women. Despite their growing presence across occupational sectors, research addressing their unique mental health challenges remains insufficient. This systematic review aimed to evaluate the effectiveness of health-promoting programs on quality of life and general health status among working women.

Methods

A systematic search was conducted in PubMed, Scopus, Web of Science, and Google Scholar for studies published from 2016 to 2026. Search terms included MeSH terms: “Women, Working,” “Workplace,” “Health Promotion,” “Occupational Health,” and “Mental Health.” Inclusion criteria were: (1) studies directly examining physical and mental health outcomes; (2) diverse occupational groups; (3) intervention studies. Exclusion criteria were: non-English publications, studies without health outcome measures, and non-peer-reviewed articles. Among 45 retrieved articles, 7 studies met the criteria and were included in the final analysis.

Findings

Women experience more severe psychosocial risks, including work-family conflict, harassment, and job insecurity, contributing to depression and anxiety. Educational support sessions and group-based physical exercise programs were identified as the most effective and cost-efficient interventions. Combined intervention programs, particularly group formats, demonstrated significant reductions in job burnout. Integration of supportive and exercise-based interventions, along with salary adjustments, alleviated depressive symptoms.

Conclusion

Workplace health promotion programs can effectively improve mental health and quality of life among working women. A conceptual framework illustrating how occupational hazards function as job demands and preventive measures serve as job resources can assist policymakers in establishing supportive work environments.

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