

Appendix 3. Data extraction tool

			Research Questions				
Reviewer	Study - short name	ID	Research Question 1.1 What is the evidence for in/equality of opportunity for women's careers in the health sector in India/Kenya?	Research Question 1.2 What is the evidence for other social stratifiers intersecting with gender to hinder equality and inclusive leadership for women in the health sector, in India and Kenya.	Research Question 2.1 What are the barriers and enablers to improving equality and inclusive leadership for women in the health sector, with a focus on India and Kenya?	Research Question 2.2 What organisational interventions work to improve equality and inclusive leadership for women in the health sector, with a focus on India and Kenya?	Inclusion decision Y/N

Study information						Methods & Framework				Location			
Title	Author	Year	Abstract	Journal	URL	Database	Qual/Quant/Mixed methods	Empirical/Conceptual	Descriptive/Interventional	Sample size	Country	State/County	Region

Intersectional characteristics of study population															
Gender	Institutional context	Public/Private	Race	Caste	Religion	Gender Identity	Sexual Orientation	Economic Status	Education	Parental status	Professional cadre	Career stage	Ability/disability	Age	Other Social Stratifiers

Study findings											
Reported measures of career pathways - by gender (Q1.1)	Reported measures of career pathways - by other stratifiers (Q1.2)	Enablers (Q2.2) - factors supporting interventions or characteristics associated with progression	Empirical data on the enablers (Q2.2*)	Barriers to improving equality and inclusive leadership for women in the health sector (Q2.1)	Empirical data on the barriers (Q2.1*)	Presence of intervention	Description of intervention	Outcome measured in the intervention study	Effect of intervention on the outcome	Comments	