

































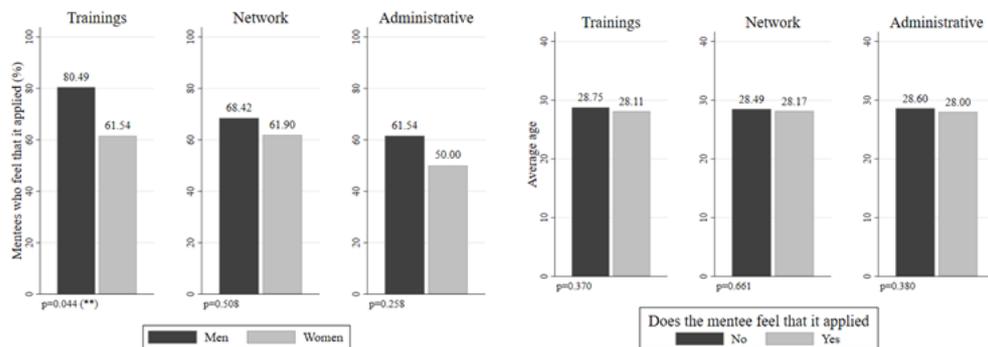
## Appendix D

**Table 6: Relationship between gender and age and mentoring– Odds ratios from bivariate**

	Trainings		Network		Administrative	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender (woman)	0.39** (0.182)		0.75 (0.326)		0.63 (0.260)	
Age		0.94 (0.061)		0.97 (0.060)		0.95 (0.057)
N	106	104	101	99	101	99
Pseudo R <sup>2</sup>	0.033	0.006	0.003	0.002	0.009	0.006

\*, \*\*, \*\*\* denote significance at the 10 per cent, 5 per cent, and 1 per cent levels, respectively. Odds ratios of bivariate logistic regressions. Standard errors in parenthesis. N: number of observations.

**Figure 6: Relationship between gender and age and mentoring**



Note: The p-value (p) is from the odds ratios in the bivariate logistic regression (see Table 6, \* p < 0.1, \*\* p < 0.05, \*\*\* p < 0.01). In the top graph, the vertical bars represent the share of mentees who feel that the corresponding topic (finding training, building a professional network, and carrying out administrative tasks) applies to them when evaluating the usefulness of mentoring. In the bottom graph, the vertical bars represent the average age of the mentees arranged according to whether they feel the corresponding topic applies to them.