

**Return to Internal Mobility in the Spanish  
Labour Market: Differences by Gender**

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The aim of this paper is to compare the return of internal mobility by gender in the Spanish Labour Market in order to detect a possible discrimination treatment in the workplace. By using data from the Encuesta de Estructura, Conciencia y Biografía de Clase (1991) we estimate a variant of the Mincer equation including sample selection according to Heckman's approach. The main results obtained are: (i) internal mobility at firm is a very important factor that increases worker's wages; (ii) there is no evidence in favor of intrafirm mobility is rewarded in different way by gender; (iii) if the rate of promoted females were equal to males one, gender wage gap would be lower.

Keywords: Promotions, Gender, Earnings

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