



FIG. 5.—*A*, Test for symmetry of regression-adjusted wage changes of Portuguese male movers across coworker wage quartiles. The figure plots regression-adjusted mean wage changes over a 4-year interval for job changers who move across the coworker wage quartile groups indicated. The dashed line represents symmetric changes for upward and downward movers. Source: Card et al. (2016, fig. B3). *B*, Test for symmetry of regression-adjusted wage changes of Portuguese female movers across coworker wage quartiles. The figure plots regression-adjusted mean wage changes over a 4-year interval for job changers who move across the coworker wage quartile groups indicated. The dashed line represents symmetric changes for upward and downward movers. Source: Card et al. (2016, fig. B4). A color version of this figure is available online.