

**Table 5**  
**The Effect of New Technologies on Pay: Longitudinal Results**

Dependent Variable, ln(Monthly Wage)	Individual-Fixed Effects (5)	Individual-Fixed Effects with Firm- Fixed Effects (6)
Uses a computer (yes = 1)	.0105 (.0082)	.0112 (.0084)
Uses a robot (yes = 1)	.0423 (.0222)	.0368 (.0225)
Experience with computer	.0047 (.0045)	.0034 (.0046)
Experience with computer <sup>2</sup>	-.0006 (.0003)	-.0006 (.0003)
Experience with robot	-.0132 (.0116)	-.0132 (.0116)
Experience with robot <sup>2</sup>	.0002 (.0008)	.0001 (.0008)
Tenure	.0039 (.0010)	.0035 (.0011)
Tenure <sup>2</sup>	-.0007 (.0003)	-.0006 (.0003)
Experience	.0468 (.0047)	.0502 (.0048)
Experience <sup>2</sup>	-.0025 (.0006)	-.0026 (.0007)
R <sup>2</sup>	.9126	.9160

SOURCE.—Enquête Emploi, 1991–93.

NOTE.— $N = 27,893$  (both models). Standard errors in parentheses. Models 5 and 6 include an indicator for year 1991, size of firm effects, government agencies and firms effects, short-term contract effect (interacted with computer use), five occupation effects, 14 sector effects, experience (and square), seniority (and square), and 9,344 individual effects. Model 6 also includes 1,045 firm effects of which 494 are identified.