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peuvent entraîner des blessures, voire la mort. De plus, les formes de peurs se sont multipliées touchant à la fois les employés et les gestionnaires. Le volume fait ressortir qu'il est possible, à certaines conditions, de réguler collectivement et efficacement certaines peurs au travail. À cet égard, le travail dans les centrales nucléaires est un exemple particulièrement instructif. Ma principale critique envers ce volume est que la peur n'a pas été située conceptuellement par rapport au stress et à l'anxiété générés, également par rapport aux facteurs analysés dans ces textes. En terminant, cet ouvrage est particulièrement éclairant quant à la compréhension de la peur en milieu de travail. Cette situation se révèle particulièrement préoccupante et doit nécessiter la mise en place d'actions afin d'empêcher la normalisation du management par la peur dans les organisations et afin de responsabiliser les organisations de sorte que la peur ne soit plus considérée comme étant la seule responsabilité des individus.

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Multinational Enterprises and Host Country Development

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This book is a collection of 18 articles co-authored by its editor, Holger Görg. The purpose of the book is to investigate and analyze the effects of multinational companies (MNCs) on their host countries. Based on several empirical studies, the book concludes that MNCs bring many benefits to these countries. To reach this conclusion, the author structured his thinking around three core components, each representing a main part of the book.

Part I consists of seven papers and compares MNCs and domestic firms in terms

of productivity, technology, wages, research and development (R and D), access to finance and innovation. This part argues that MNCs have "superior characteristics" compared to domestic firms. The first three chapters are related. They show that ownership change within a firm (acquisition of a domestic establishment by a foreign MNC) has positive impacts on productivity (Ch. 1) and on both skilled and unskilled workers' wages (Ch. 2). The positive effect on wages is explained by the provision of on-the-job training by MNCs, since training is a required knowledge to implement technologies available within the firm (Ch. 3). Chapters 4 and 5 focus on the effect of foreign acquisition on technology. Using R and D expenditure by MNCs (Ch. 4) and innovation output (Ch. 5) as proxy for technology, these two studies show that foreign ownership is positively related to the use of technology. In addition, foreign acquisition is positively related to plant survival and employment growth only if the firm is an exporter (Ch. 7). However, when comparing foreign-owned and domestic firms, the author argues that MNCs seem to create more permanent jobs on the one hand, but have higher exit probability than domestic firms in the host country on the other (Ch. 6). The first part concludes that MNCs have "firm specific assets" that translate into a productivity advantage and which enables them to be "better" than domestic firms.

While Part I investigates the direct effects of MNCs on host countries, Part II, consisting of 5 papers, investigates the indirect effects of MNCs on domestic firms within their country. Specifically, the author examines the productivity spillovers toward domestic firms following the presence of MNCs in a host country. Based on a meta-analysis of studies on the relationship between MNCs and productivity spillovers, the author concludes that the empirical methods used influence the results (Ch. 8). In fact, compared to cross-sectional data, panel data help to control for unobserved variables (e.g. industry or firm characteristics) and lead to more

robust results. From a literature review, the author claims that the link between MNC presence and higher productivity in host countries relates to backward linkages and spillover channels (imitation, skills acquisition, competition and exports). He also suggests studying spillover effects, not only in firms within the same industry, but in different industries vertically linked to the MNC (Ch. 9). Empirical results show that productivity spillovers are generated only by domestic-market oriented MNCs (Ch. 10) and that spillovers toward domestic firms from backward linkages of MNCs depend on how those linkages are measured (Ch. 11). In fact, the effect of MNCs vary with the level of foreign presence within a cluster (Ch. 12).

In addition to asserting that spillover channels are under-explored in empirical studies, Part III investigates some of the mechanisms by which the productivity spillovers of MNCs on domestic firms in the host country take place. The author shows that the mobility of workers from a foreign owned firm to a domestic firm is a mechanism that leads to more productivity for domestic firms in the host country (Ch. 13). Government subsidies are also positively linked to backward linkages creation (Ch. 14). Moreover, only domestic firms that are suppliers of MNCs may enhance their productivity if these MNCs put pressure on them to reduce production costs or create new products (Ch. 15). The author argues that the presence of foreign owned firms enhances the survival probability of domestic firms operating in high technology sectors since they have good absorptive capacity (Ch. 16) and is positively related to the entry rate of domestic firms (especially as suppliers) (Ch. 17). Finally, the author looks at two channels explaining the connection between MNCs and domestic firms. He distinguishes between the factors relating to the market (capital) and the effect of competition, and he concludes that the evolution of the number of local

firms according to the presence of the MNCs is a U-shaped relationship (Ch.18).

All the results presented by the author show that MNCs have positive effects on host countries. Focusing on the manufacturing sector, the book supports the positive impact of MNCs on the development of host countries. The book is structured in a clear manner, is very coherent, and presents the articles following a logical order of ideas. This makes reading it fluid and fast. The introduction summarizes the book and links the book's articles together. The book has the advantage of being based on empirical studies conducted in different national contexts (UK, Ghana, Sweden, China and Ireland). In addition to the richness that comes with examining such diverse countries, it allows the results to be more generalizable. Similarly, the use of fairly sophisticated economic, econometric and statistical models allows a thorough and structured understanding of the effects of MNEs.

Apart from all of these strengths, the book has some weaknesses that are worth highlighting. First, as the author points out in the introduction of his book, economic, environmental, political and sociological aspects must be examined in order to have a satisfactory answer to the question of the effects of multinational enterprises on host countries. The book provides a partial answer to this question by focusing only on the study of economic aspects while using a quantitative methodology. Then, the book contributes to thinking on the quality of work in host countries following the introduction of MNCs, but does not relate to industrial relations studies of employment practices in MNCs. Similarly, the book mainly focused (except Ch. 18) on the study of foreign ownership firms that have been acquired. Other modes of foreign entry (e.g., greenfield) do not seem to be studied despite their importance. Otherwise, institutional factors seem to be neglected in these studies. The institutional and cultural distances between the country of origin

and the host country are not taken into consideration. For these various reasons, I found that the book is aimed at a very specific audience (economists) and covers less the aspects studied in the field of industrial relations (such as the study of institutions, public policies and labour). Finally, despite the fact that the book is composed of several empirical studies, it mobilizes data and literature covering the period 1990-2004, yet the book was published in 2016.

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La désindustrialisation : une fatalité ?

Dirigé par Jean-Claude Dumas, Ivan
Kharaba et Philippe Mioche (2017)
Besançon : Presses universitaires de Franche-
Comté, 266 pages.
ISBN : 978-2-84867-583-1.

À partir d'une perspective historique, les auteurs de cet ouvrage collectif s'intéressent, non seulement à la chronologie et aux causalités, mais aussi à la divergence des trajectoires de la désindustrialisation. L'accent est mis sur les territoires, leurs ressources et les stratégies des acteurs face à ce phénomène. Comme le souligne le titre, l'intention des historiens est de contester le fait que ce processus soit perçu comme une fatalité. Les auteurs tentent de montrer, à l'aide de récits historiques basés sur des archives, des trajectoires divergentes de la désindustrialisation. Cet ouvrage s'inscrit dans le champ de la réflexion où le phénomène est plutôt analysé comme un processus en mouvement perpétuel. Les douze chapitres de ce volume présentent, de manière inégale, des trajectoires différentes de politiques industrielles et de désindustrialisation de territoires situés en France ou dans d'autres pays européens, incarnés dans des cas d'industries.

Le premier chapitre dresse un portrait historique de l'évolution des politiques industrielles en France. L'auteur questionne

le rôle des acteurs politiques et leurs interactions dans un enchaînement de mauvais choix et de mauvaises décisions concernant l'élaboration et l'implantation des politiques industrielles, lesquelles auraient façonné la trajectoire de la désindustrialisation en France. L'auteur compare la désindustrialisation qui sévit en France à celles de d'autres pays européens, lesquels semblent mieux se tirer d'affaire. Le chapitre conclut que la désindustrialisation n'est pas nécessairement une fatalité : toutefois, si l'on veut éviter la fatalité, il faut que les acteurs élaborent une politique de réindustrialisation qui soit ambitieuse, cohérente et mobilisatrice, ce qui n'est pas toujours le cas.

Les chapitres 2 et 3 nous rappellent les conséquences de la désindustrialisation en France et au Royaume-Uni grâce à des témoignages de drames humains qui démontrent l'effritement des liens sociaux et la perte des identités industrielles et communautaires des deux côtés de La Manche.

Au chapitre 4, l'auteur souligne l'ampleur de la désindustrialisation en Italie, phénomène qui semble pouvoir être attribué aux grandes entreprises qui n'ont pas su s'adapter aux nouvelles réalités, ainsi qu'aux forces politiques qui n'ont pas instauré un cadre normatif et institutionnel pour promouvoir le secteur industriel. Par conséquent, les faiblesses structurelles des politiques italiennes retardent l'investissement dans la technologie et le capital humain, ce qui n'est pas positif pour l'avenir de l'industrie. Selon Segreto, il faudra un grand changement de culture de la part des entrepreneurs et de la classe politique italienne pour renverser la tendance de désindustrialisation, ce qui s'impose si l'Italie souhaite maintenir les niveaux de vie de ses travailleurs.

Au chapitre 5, l'auteur nous présente une comparaison de processus de désindustrialisation de l'industrie minière et sidérurgique dans deux territoires limithropes : le Grand-Duché du Luxembourg et la Lorraine. L'auteur démontre comment ces deux territoires, qui ont subi les mêmes difficultés