privacy, censorship, and information control issues in China and, rather, argues that trading privacy for convenience—with prevalent use of technologies such as facial recognition—is acceptable in Chinese society.

Turning to the fallout from widespread use of AI, the book discusses in depth the looming concerns about loss of jobs, social inequality, and the possibilities of a widening gap between haves and have-nots and concentration of wealth in the hands of a few. Lee uses models to analyze the impact of AI on labor markets and different sets of jobs, both white- and blue-collar.

Unfortunately, the last part of the book reads like an autobiography, a narration of Lee's own battle with cancer and the realization that technology can never surpass the human attributes of compassion and love. Lee calls for human-machine symbiosis and coexistence of synergy between humans and AI, rather than an all-out competition between both.

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Consent and Control in the Authoritarian Workplace: Russia and China Compared, by Martin Krzywdzinski; translated by Roisin Cronin. Oxford: Oxford University Press, 2018. xi+298 pp. £60.00 (cloth).

Martin Krzywdzinski, an expert on the sociology of work, particularly vis-à-vis the global automotive industry, has engaged in this book in ambitious research comparing auto production in Russia and China. The book marks a new trajectory within the considerable body of literature on auto production in its focus on two authoritarian regimes. Its sustained research question is: How do authoritarian regimes generate consent from the workforce to enable stability, productivity, and quality?

In seeking an answer to this question, Krzywdzinski challenges Michael Burawoy's theory of despotic versus hegemonic labor regimes. Since authoritarian political systems have stifled workers' voices, management has to resort to paternalistic labor regimes to allay workers' resistance. In selecting two authoritarian countries instead of one country, and by comparing their similarities and differences, Krzywdzinski is able to show how authoritarian political systems, despite their idiosyncratic features, manifest some shared methods to cultivate consent.

The empirical field research was based on interviews and observations conducted in 2011 at seven auto plants, five of which are joint ventures with foreign auto companies and two of which are Chinese domestic plants. One of the two foreign partner companies of the joint ventures is a Western corporation and the other Asian. These two companies have invested both in Russia and in China. Thus, the selection of

plants provides potential control variables for host country comparison, for comparison between home country production regimes, and for comparisons between joint ventures and fully domestically owned plants. But the book only focuses on one dimension, “the differences between the Chinese and Russian sites and does not compare the home country models of the foreign companies” (15).

Chapter 3 compares workforce consent manifested in workers’ level of compliance with rules and their willingness to fulfill standardized work and to work overtime. In all these areas Chinese workers are shown to perform better than Russian workers. However, Russian plants are more law abiding and do not demand excessive overtime work from their workers, as do the plants in China. Krzywdzinski did not dwell on the reason why this is the case, but I believe it may be because Russia has a multiunion system that motivates the unions to compete to attend to workers’ needs. The alternative auto workers union won several major labor disputes (223), an unimaginable feat in China.

Management’s capacity to solicit consent from workers, Krzywdzinski argues, cannot purely be driven by managers’ policies but has to be supplemented by workers’ inculcated willingness to comply with rules and standards. Both Russia and China have gone through political and economic structural revolutions and were burdened with workforces socialized under an authoritarian past that nonetheless had a lax workplace culture. In these circumstances, how does management get workers to accept a new standardized, disciplined labor regime? Chapter 4 presents evidence that the legacy of the past remains stronger in Russia than in China. Among the many reasons, the Russian auto plants and workforce are older and carry with them much of the state enterprise legacy. China, however, having catapulted to be the world’s number one auto-manufacturing country, has needed to recruit a vast pool of young workers to fill its greenfield plants. Fresh from technical high schools, they can be easily molded into complying with a stricter lean-production regime.

Material rewards are needed to motivate work incentive. China has adopted a more effective pay system than Russia. While both had a more egalitarian past in wage distribution, Russia continues to use a job-based pay system while China has adopted a stronger incentive mechanism through a person-based performance system. Another difference is that Russian auto wages are low by national standards, whereas among blue-collar workers an auto job in China is regarded as well paid and prestigious. Krzywdzinski places more emphasis on the difference in pay systems in generating incentives, but based on my own research on Chinese auto assembly plants, what workers deem a generous pay level and yearly bonuses that can amount to several times one’s monthly wage are the most attractive parts of the job.

Chapter 6 discusses participation and interest representation. In neither of the countries do grassroots workers participate much in making decisions or airing opinions concerning their tasks and work processes. Nor are they well rep-

resented by trade unions. Both countries' trade union federations are reliant on the party-state and continue their traditional socialist-era role as service providers. Management dominates any collective bargaining, setting wages and workplace issues. The alternative trade unions in Russia are marginalized and weak, and workers' voices are not normally heard. One would have expected Russian workers' resistance would be intense, yet it is not. Russian law recognizes the right to strike, but the procedure is too laborious to stage a legal strike. China does not recognize this right, but the socialization mechanisms are usually effective enough to forestall strikes. In a time of economic boom, exit from a job is an attractive option for a dissatisfied worker.

The book is a welcome addition to the field of Chinese labor studies, which sorely lacks detailed studies on the politics of production at workplaces, especially in high-value, capital-intensive industries due to difficulty in accessing workplaces. The focus in the field has been on migrant workers—their plight, their emerging agency, and their strikes—and on the labor nongovernmental organizations that have helped them. This book, using a comparative perspective, has offered a new reference point and corrective to our lopsided focus. For instance, the belief that China has been experiencing a high number of strikes, around which many publications have framed their arguments, turns out to be misplaced. Based on International Labor Organization statistics, China's official strike density is 1/10,000 employees, while in Germany, well known for its close management-labor relationship, the strike density is 1/50 (236).

The book's drawback is that it lacks a chapter on how the home-country practices of the two foreign auto companies have had an impact on the management of these joint ventures. Krzywdzinski does not identify the home countries of the two foreign companies, but most readers would easily guess they are German and Japanese, the former known for its codetermination system, and the latter the creator of lean production. Based on some of Krzywdzinski's observations, it is obvious some foreign management practices are evident in the joint ventures. Admittedly, focusing on the Japanese and German influences would interfere with presenting the neatly argued differences between China and Russia. But as long as readers are mindful that there is no pure Russian or Chinese production regime in these auto assembly plants, the book's findings are revealing and insightful.

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