Breda Gray, Luigina Ciolfi, and Aparecido de Carvalho, **Made to Work: Mobilising Contemporary Worklives**,. 2020, Routledge: London. Pp. 232.

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Contemporary knowledge work is increasingly digitalized, distributed, and invisible. Gray, Ciolfi, and de Carvalho's *Made to Work: Mobilising Contemporary Work lives* richly engages this world of work and pays particular attention to the "corollary work" that makes mobile knowledge work (MKW) possible. The authors argue that these workers are at the forefront of changes in contemporary forms of work in advanced capitalist economies – including trends towards the deinstitutionalisation, dispersal, and individualisation of work. Drawing upon interviews with 48 MKW's in three sectors of the economy – ICT managers, academics, and (mainly self-employed) digital creatives – and an additional eight interviews with industrial development staff, the book offers diverse insight into these workers' working practices. The interviews took place in the southwest of Ireland in a second tier city and included workers in different types of organisations including multinationals, universities, and start-ups. Some shadowing and time-space diaries were also used to gather data.

The authors come from different disciplinary backgrounds, and this is evident from the breadth of literature they draw upon. Gray is a sociologist, Ciolfi's domain is human computer interaction, and de Carvalho is based in information systems. Thus, the book draws from the sociology of work, computer supported cooperative work (CSCW), and science and technology studies, but especially recent theories focusing on the agency of non-humans. Towards the end of the book, the authors draw upon theories in psychology to explore feelings, emotion, and identity. Of particular importance to the book's core argument is the perspective that mobile knowledge work is constituted through everyday sociomaterial practices, drawing on the theoretical work of Suchman (2002), Barad (2007), and Orlikowski (2007). Their approach holds that we need to focus on both human and non-human entities (natural objects, technological artefacts, etc.) if we are to understand these workers' everyday worklives. Also of importance is the focus on mobility and motility – drawing our attention to the often idealised capacity of certain workers to be mobile, and the need for us to be attentive to the gendered, raced, and classed aspects of mobile work.

The first chapter introduces the concept "corollary work" and presents this as a novel contribution to the literature. Corollary work refers to the sociomaterial practices through which MKW is made to work by workers. In the book, corollary work is examined through the lenses *of* place making, time work, productivity, and identity. The authors are careful to situate the concept within, and as an extension of, previous feminist scholarship on invisible and unpaid forms of work, and in CSCW on "articulation work.". Corollary work is neither positive nor negative for the authors. Rather it is always emerging and MKWs have varying degrees of agency to negotiate it. Introducing this concept early helps provide a conceptual foundation for the rest of the book. After establishing corollary work as the "mainstay" of MKW, the following chapters examine its implications across different contexts including two on place making (ch. 2 cities and regions, ch. 3 worklife placing), two chapters on time work (ch. 4 anticipatory availability, ch. 5 reflexive rhythmicity), one on productivity (ch. 6), and a final chapter on identity work (ch. 7).

Overall, *Made to Work* is a well-structured book that provides rich empirical insight into the working practices of some workers across the technology, digital media, and education sectors. A particular strength of the book is the effective manner in which it weaves together disparate yet complimentary literatures to provide a focussed theoretical introduction to each chapter that is then further illuminated with fieldwork quotations. Each chapter can be read as

a standalone entity - and provides a literature review, interview quotations, discussion, and a reference list. One can imagine setting a chapter as a core reading for an upper undergraduate class and it providing a good basis for a discussion on the experiences, consequences, and preconditions of MKW in the contemporary economy.

As with any study there are some limitations. For instance, chapter 6 details clearly the "productive subjectivities" that these workers are able to enact in their work lives. However, the study participants (ICT managers, (mainly self-employed) digital creatives, academics) all possess sole or significant responsibility for the management and productivity of their own labour. We would be curious to see how the findings might change if the lens is shifted to employees with less autonomy within organisations. There is also no significant attention to collective forms of agency and negotiation around worker rights.

While this book was published in 2020, the study took place between 2008-2013 and some of the trends identified in the study have likely intensified following the COVID-19 pandemic. For example, the book makes distinctions in the temporal experiences between the ICT managers and digital creatives in chapter 4, and the academics in chapter 5. It also notes the different temporal demands of teaching and research - and how academics managed interruptions to find time to write and think. During the pandemic, academics were always expected to be "constantly connected" (Wajcman and Rose 2011) - much like the ICT managers and digital creatives in this book. For Kerr, a tenured professor, the pandemic meant constant student communications, much corollary work around remote lecture preparation, and a complete breakdown in work/home boundaries. For Moody, a PhD researcher and university tutor, the already distributed nature of work and the corollary work implicated in making work *work,* experienced an acceleration and intensification. What was once largely "invisible" became increasingly explicit and normative. We are left wondering will things ever return to pre-pandemic patterns of academic work? What are the implications for slower forms of knowledge work and finding time for academic writing?

This book provides an important contribution to the literature on the sociology of work - especially in terms of developing the concept of corollary work. It is thought provoking, empirically rich and accessible. It should be of interest to those researching and studying contemporary forms of work in advanced economies and all who are interested in the digitalizing, flexibilizing world of work.

References

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