

2016 DEBIAN PROJECT SURVEY: WORK AND VOLUNTEERS.

DEBIAN DEMOGRAPHICS | CONTRIBUTIONS TO FOSS PROJECTS
EMPLOYMENT AND STUDY | BEING PAID TO WORK ON DEBIAN
FIRM IMPACTS ON DEBIAN, DEBIAN IMPACTS ON FIRMS

O'NEIL ZACCHIROLI DE BLANC

DCPC21

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2016 DEBIAN PROJECT SURVEY: WORK AND VOLUNTEERS

Mathieu O'Neil
Stefano Zacchiroli
Molly de Blanc

This survey of the Debian free and open source project was administered in 2016 by Molly de Blanc, Mathieu O’Neil, Mahin Raissi and Stefano Zacchiroli. There was great interest for the survey within the Debian community, and 1,479 people responded—an impressive turnout for surveys of this kind in the field. A ‘Preliminary report’ presenting some results was published in the tenth issue of the *Journal of Peer Production* in 2017.¹ With Laure Muselli, O’Neil conducted follow-up interviews with Debian Developers in 2018, and an article focusing on the perception of paid work in Debian which combined some survey results with these interviews was published in 2020.²

However, these two academic publications are not well known within the Debian community. The primary aim of this new public report, *2016 Debian Project survey: Work and volunteers*, is thus to give back to the Debian community: this is for you! This report is much more than a simple re-issue of the ‘Preliminary report’ published in the *Journal of Peer Production* in 2017. Many tables and figures were not previously included, findings are now systematically analysed, and the report has been professionally laid out.

The Debian survey held in 2016 marked the first stage of an inquiry into the relationship between volunteer work in free and open source software and broader dimensions of work and employment. This research program was given a boost when O’Neil, Muselli and Zacchiroli were awarded a Critical Digital Infrastructure Fund grant (2019–2020) by the Sloan and Ford Foundations to study the co-production of free and open source software by projects and firms.³ Some results of our analysis of GitHub contribution networks, media representations of coproduction, and firm discourses about open source were released as a public report in June 2021.⁴ At the time of writing, more advanced results and conclusions are making their way through the academic peer review process.

In addition, the Sloan and Ford Foundation grant helped to launch the Digital Commons Policy Council, a think tank for the digital commons.⁵ The DCPC aims to increase the recognition of the social benefits of the digital commons and of the volunteer labour which produces these common resources. To that end, we are planning to administer a follow-up Debian survey in 2022 on the broader societal recognition of volunteer work in free and open source software.

These steps towards building understanding and support for digital commons work grew out of the original Debian survey, and of the participation of survey respondents. Thank you!

Mathieu O’Neil, Stefano Zacchiroli, and Molly de Blanc
December 2021

¹ de Blanc, M., O’Neil, M., Raissi, M. & Zacchiroli, S. (2017) Preliminary report on the influence of capital in an ethical project: Quantitative data from the 2016 Debian Survey. In: O’Neil, M. & Zacchiroli, S. (Eds.) *Journal of Peer Production* # 10: WORK.

² O’Neil, M., Muselli, L., Raissi, M. & Zacchiroli, S. (2020) ‘Open Source has won and lost the war’: Justifying commercial-communal hybridisation in a FOSS project. *New Media & Society* 23(5): 1157–1180.

³ See <https://www.fordfoundation.org/campaigns/critical-digital-infrastructure-research/>

⁴ O’Neil, M., Cai, X., Muselli, L., M., Pailler, F. & Zacchiroli, S. (2021). *The coproduction of open source software by volunteers and big tech firms*. DCPC / News and Media Research Centre, University of Canberra.

⁵ See www.dcpcc.info

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AUTHORS

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Stefano Zacchiroli is full professor of computer science at Télécom Paris, Polytechnic Institute of Paris. His current research interests span digital commons, open source software engineering, computer security, and the software supply chain. He is co-founder and CTO of Software Heritage, the largest public archive of software source code. He is a Debian developer since 2001, and served as Debian project leader from 2010 to 2013. He is a former board director of the Open Source Initiative (OSI) and recipient of the 2015 O’Reilly Open Source Award.”

Molly de Blanc is a digital rights advocate, scholar, and member of the Debian Project. She studies bioethics at New York University with interests including consent, justice, and technology. She has been active in free and open source software since 2008 and worked at several non-profits in the space. She was previously on the Open Source Initiative (OSI) Board of Directors, and served as President.

A UNIVERSAL SYSTEM

Debian is a free and open source software distribution (a distribution is a software suite comprising an operating system and applications). Established following a community model in 1993, Debian aims to be a ‘universal’ system both in the sense of operating on as many architectures as possible and of featuring as many application packages as possible. Its robustness and strict adherence to the principles of free software have made it legendary. Debian is used by organisations, governments, and individuals all over the world, including much of the critical digital infrastructure that runs our daily lives. Debian has adopted a Social Contract and a Code of Conduct spelling out the project’s goals and shared values. Its Constitution defines the project’s governance and the process whereby every Developer can launch a petition (‘General Resolution’) to amend it, as well as the yearly election of the Debian Project Leader (DPL).

DIGITAL COMMONS

Digital commons are resources collectively produced and maintained by communities of diverse actors. They are governed by rules which guarantee their collective and shared nature. Examples include operating systems (Linux), web browsers (Firefox), Wikipedia, and OpenStreetMap. Free and open source software (FOSS) was the first digital commons: computer software produced by volunteers in self-governed projects, which is meant to be freely shared and improved.

Within the boundaries of existing copyright law, FOSS is implemented using free and open source software licenses. Freely licensed software guarantees to its users the fundamental freedoms to copy, use, modify, and distribute it to their peers. The GNU General Public License (GPL) is the most famous free software license. It also implements the ‘copyleft’ legal strategy of utilising copyright to constantly increase the amount of FOSS that exists in the world.⁶ Once released under a copyleft license like the GPL, software remains free, as long as it is distributed to users (this is changing with the advent of cloud computing and ‘Software as a Service’).⁷

ORIGINS OF DEBIAN

Debian was initially announced on 16 August 1993, when Ian Murdock posted his intention of creating a GNU/Linux distribution (a complete operating system and series of applications) to the comp.os.linux.development Usenet newsgroup. The aim was to develop a ‘commercial grade’ version of the GNU/Linux operating system (OS) which would be easy to install and contain the most up-to-date versions of ‘everything.’ Instead of focusing solely on the basics—a kernel (the OS core), utilities and development tools—Debian would be intended for a bigger audience than developers and would feature a window system, document formatting tools, and games. The project would also include extensive documentation, something hackers were not usually very interested in working on.

In line with the widespread view in FOSS circles that ‘really great hacks come from harnessing the attention and brainpower of entire communities,’ Murdock reflected that Debian’s most important contribution to the world was its decision to adopt a community-based development model: ‘As far as I know, this marks the first time that a project intentionally set out to be developed by the community that used it ... After all, if you remove the community from open source software, it’s just software.’⁸

⁶ <https://copyleft.org/>

⁷ See O’Neil, M., Cai, X., Muselli, L., M., Pailler, F. & Zacchiroli, S. (2021). *The coproduction of open source software by volunteers and big tech firms*. DCPC / News and Media Research Centre, University of Canberra.

⁸ Ian Murdock, ‘Debian: A brief retrospective’, LinuxPlanet, 15 August 2003.

ROBUSTNESS AND LICENSING

The key to Debian's robustness is its modularity, following the Unix model. More than 1,000 contributors work on different aspects at the same time. Participants maintain their own 'package' or modular component thanks to the package system (dpkg), which allows the system to be upgraded piece by piece. Strict guidelines allow the packages to be independent but inter-cooperating. For example Debian 11.0, 'Bullseye',⁹ released in August 2021 and valid for the next five years, contained over 11,294 new packages for a total count of 59,551 packages, along with a significant reduction of over 9,519 packages which were marked as 'obsolete' and removed. 42,821 packages were updated and 5,434 packages remained unchanged. The result is a system of extreme robustness which has been adopted by organisations as diverse as Harvard University's Department of Physics, Cape Town's African Lottery, Slovakia's State Nature Conservation Agency, and Google. This is remarkable given Debian is an entirely volunteer organisation that strictly adheres to the philosophical principles of free software: autonomy and transparency. Developers and users can configure Debian exactly the way they want it: 'You control the system, and not the other way around.' Debian's requirements for acceptable software licenses, the Debian Free Software Guidelines (DFSG), was written by early Debian Project Leader (DPL) Bruce Perens and later adapted to become the Open Source Definition, which is used by the Open Source Initiative to determine the legitimacy of proposed open source licenses.

SELF-GOVERNANCE

Debian has a unique governance structure, comprising a Constitution and a Social Contract, to which all participants must adhere. The Social Contract states that Debian will remain 100% free (according to the DFSG); that it will give back to the free software community; that problems will not be hidden; and that the project's priorities are its users and free software. Debian is a do-ocracy ('An individual Developer may make any technical or nontechnical decision with regard to their own work'—Debian Constitution, §3.3.1.1). Reputation follows work, so decisions cannot be imposed by a 'benevolent dictator' or an oligarchy via money, infrastructure and/or people.

Debian's project leader is elected every year. All official project members, known as 'Developers,' can stand for election by posting their platform on the Debian website and participating in a series of debates on the debian-vote email list, where they field questions from other developers. Leaders are elected by sophisticated voting procedures based on the Condorcet method, in which all options are subject to pair-wise comparisons to all others; the option which is systematically preferred is the winner.

Voting procedures are intended to protect minorities of voters: specified majorities are required for many decisions. For example, a supermajority of 3:1 is necessary for the supersession of foundational documents, such as the Debian Social Contract or the Debian Free Software Guidelines. The Debian voting system requires that continuing a discussion must always be a ballot option.

⁹ Debian releases are named after characters in the *Toy Story* franchise.

COMMUNICATION, RECRUITMENT AND STATUS

Documentation for each of Debian's nine architectures is available in Catalan, Chinese, Czech, Danish, Dutch, English, French, German, Greek, Italian, Japanese, Korean, Portuguese, Russian, Spanish, Swedish and Vietnamese. Communication mainly happens on more than 300 dedicated mailing lists and on IRC channels. Every year participants organise a project conference (DebConf), as well as mini-Debconfs and meetings in various locations.

The project's growing success gave rise to the need to protect quality. Inclusion filters, meant to slow the flow of new contributors, had to be managed delicately so as not to discourage applications. The movement of new entrants from the periphery to the core follows an elaborate initiation process aiming to ascertain applicants' ideological conformity to the project (new maintainers must adhere to the Debian Social Contract), their social connectedness (they need to be sponsored by active Developers), and a record of contributions such as managing a package, writing documentation pages, or debugging, testing and patching.

Debian exists without a single legal entity. It accepts donations made to affiliate non-profits and NGOs that are authorised by the leader. The largest of these is Software in the Public Interest, a 501(c)(3) non-profit foundation registered in the United States, that owns and enforces the Debian trademarks and manages monetary donations. Software in the Public Interest is also a fiscal sponsor of other community free software projects.

RESEARCH ON DEBIAN

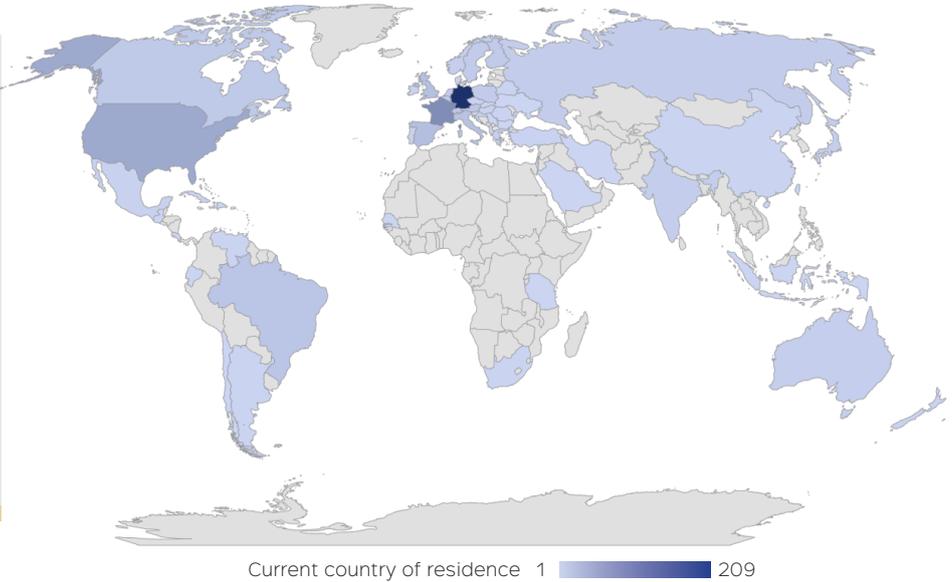
Numerous scientific studies have examined Debian's development model, governance, and culture. The following list is not meant to be exhaustive.

- Auray, N. (2005) *Le Sens du juste dans un noyau d'experts: Debian et le puritanisme civique*. In B. Conein, F. Massit-Folléa and S. Proulx (Eds.), *Internet, une utopie limitée: Nouvelles régulations, nouvelles solidarités*. Presses de l'Université Laval.
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- O'Neil, M., Toupin, S. & Pentzold, C. (2021) Making a case for peer production: Interviews with Peter Bloom, Mariam Mecky, Ory Okolloh, Abraham Taherivand & Stefano Zacchiroli. In M. O'Neil, C. Pentzold and S. Toupin (Eds.) *Handbook of Peer Production*, pp. 373-387. Wiley.
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KEY FINDINGS

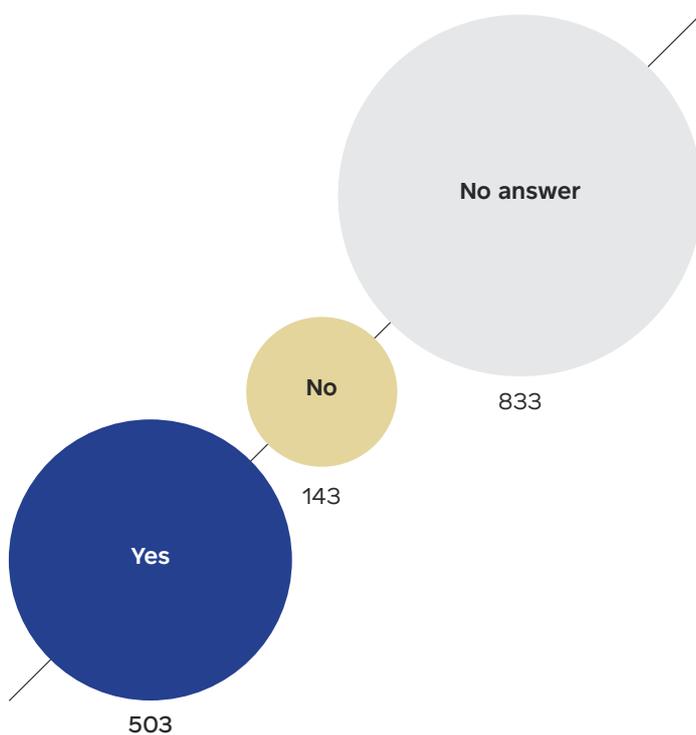
DEBIAN CONTRIBUTORS

The majority of respondents (95.5%) were men, aged between 30 and 49, and highly educated. The largest geographic group originated from Germany, followed by France, the USA and the UK.



CONTRIBUTION PATTERNS

'In addition to Debian, are you contributing to other free and open source software projects?'

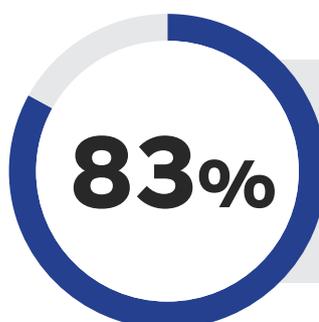


A majority of respondents have been using Debian for 10 years or more; the largest group of contributors has been contributing for less than five years. This means Debian continues to attract new participants. Most participants contribute to less than ten packages: contributions are granular, and spread out within the community.

Many participants contribute to other FOSS projects.

DEBIAN AND PAID WORK

Only one out of five respondents said they were paid to work on Debian. The majority said they only spent between 0 and 20 % of their work time on Debian. Almost half the respondents declared that they saw no difference between their paid work and Debian, followed by a third who declared they were more passionate about their work for the project.



An overwhelming majority (83%) felt more pressure to meet delivery goals at work than in Debian.

USING DEBIAN AT WORK

More than 40% of respondents said free and open source software (FOSS) collaborative practices had some or significant impacts on their paid employment. Most respondents believe their co-workers value their contribution to Debian.

‘Why do you think your co-workers value the fact you contribute to Debian?’

Reason	Count
Because of the practical (technical or other) value of my contributions	333
Because of the ethical value of contributing to free and open source software	277
Other	5

DEBIAN DEVELOPERS

One third of Debian Developer respondents said they were paid to contribute to the project, though more than half said only 0-20% of their Debian contributions are being paid for. Only 14% of Developers who responded said their firm tried to advance its interests in the project.¹⁰

‘Did your involvement in Debian influence obtaining your current job position?’

	Count	Percentage in responses	Percentage in total
Yes	108	48%	41%
No	119	52%	46%
No answer	34		13%
Total	261		100%

¹⁰ Developers are project members who have the capacity to influence the strategic direction of the project, so their attitude towards firm influence is of particular interest.

1

DEBIAN DEMOGRAPHICS

- The majority (95.5%) of respondents were men, aged between 30 and 49, and highly educated.
- Computer science and computer engineering were the most popular fields of study for both students and non-students.
- The largest geographic group originated from Germany, followed by France, the USA and the UK.
- English was the most commonly spoken foreign language.

GENDER AND EDUCATION

The overwhelming majority (95.5%) of respondents were men. Most were middle aged, or between the ages of 30 and 49 (Figure 1.1). Respondents were also highly educated, with the majority holding Bachelor, Master, or Doctoral degrees (Figure 1.2).

Figure 1.1
Distribution of age groups by gender.

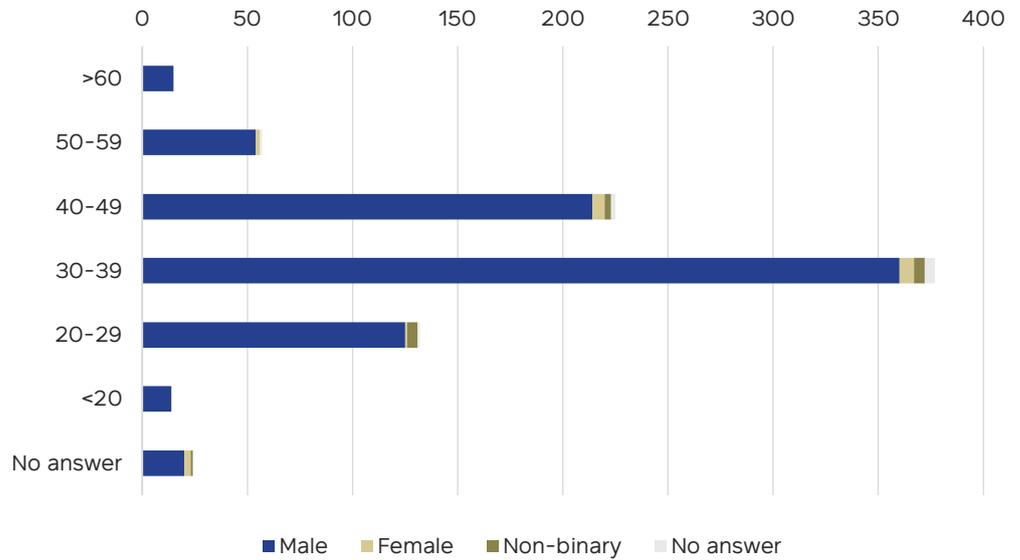
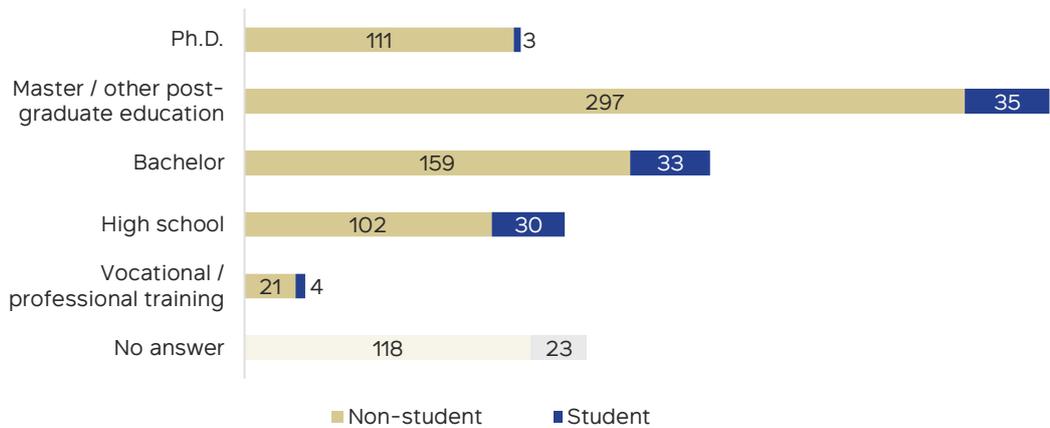


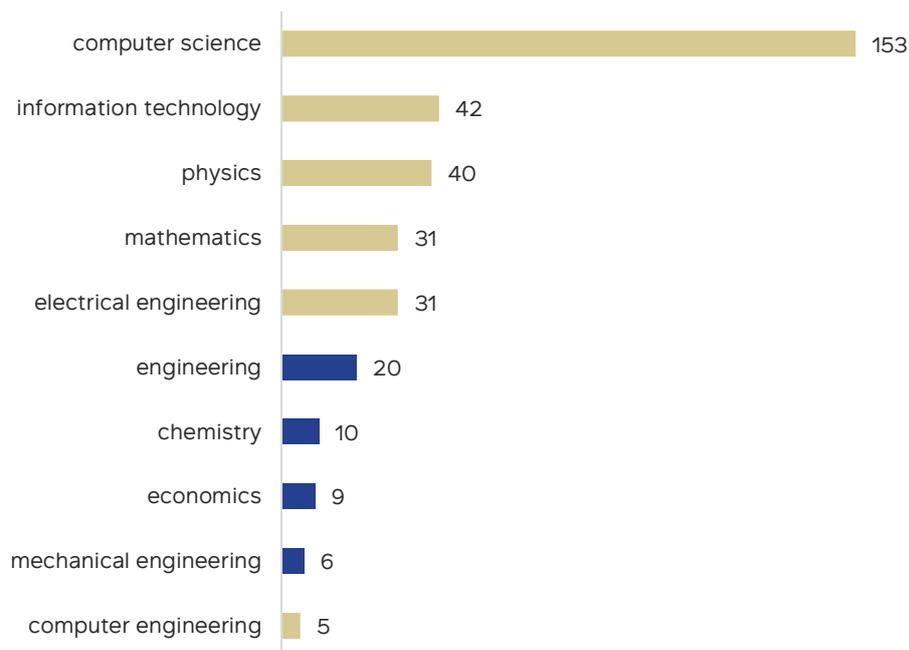
Figure 1.2
Distribution of highest degree by educational status.



FIELDS OF STUDY

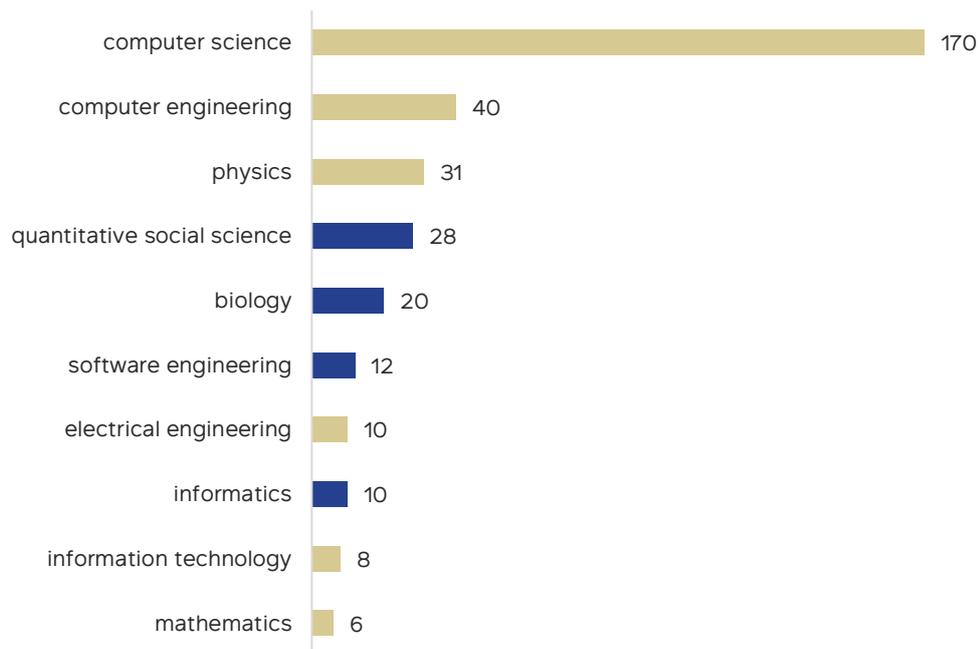
As expected, computer science and computer engineering were the most popular fields of study for both non-students (Figure 1.3) and students (Figure 1.4).

Figure 1.3
Top-10 academic study fields of non-students.



Note: Fields colored blue are unlisted in top-10 among students.

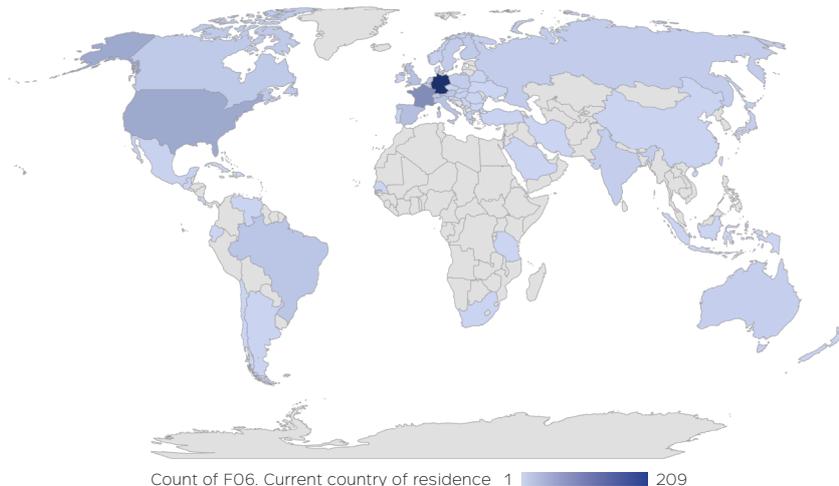
Figure 1.4
Top-10 academic study fields of students.



Note: Fields colored blue are unlisted in top-10 among non-students.

Figure 1.5

Geo-distribution of respondents' residence.

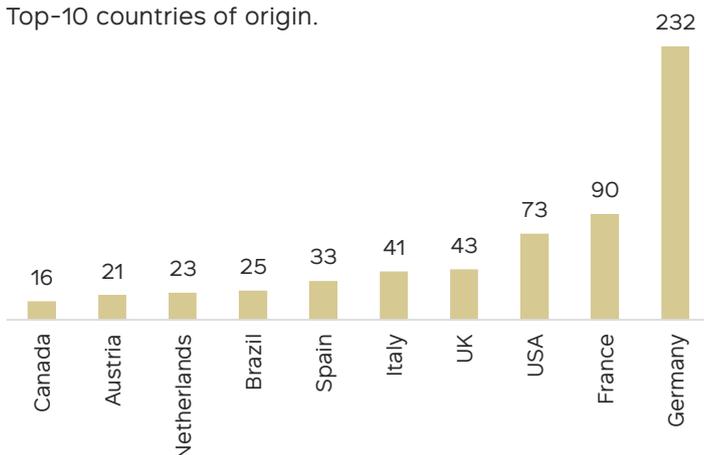


LOCATION OF RESPONDENTS

The global distribution shows that respondents were situated on all five continents, though some regions, such as the majority of Africa and Central Asia, constituted 'Debian deserts' (Figure 1.5). The largest group by far originated from Germany (38% of the total), followed by France, the USA and the UK (Figure 1.6).

Figure 1.6

Top-10 countries of origin.

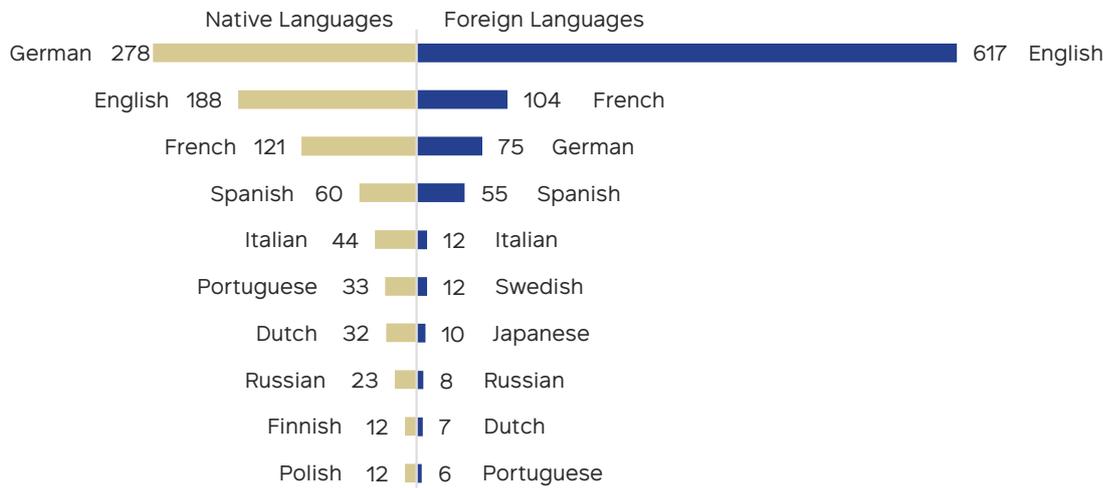


ENGLISH IS A MUST

Respondents' language ability conforms to their geographic distribution—the largest number are native German native speakers—and to the fact that communication on Debian email lists is in English: Figure 1.7 shows that English is by far the most commonly spoken foreign language.

Figure 1.7

Top-10 native and foreign languages of respondents.



2

CONTRIBUTIONS TO FOSS

- A majority of respondents have been using Debian for 10 years or more; the largest group of contributors has been contributing for less than 5 five years. In other words, Debian continues to attract new participants.
- Most participants contribute to less than 10 packages: contributions are granular and spreadout within the community.
- Most participants contribute to other FOSS projects related to Debian such as Ubuntu (based on Debian), Linux, KDE and GNOME.

YEARS ACTIVE IN DEBIAN

The figures for the number of years respondents have been using and contributing to Debian present an interesting picture (Table 2.1). The greatest block of respondents contributed during the last five years (24%), with subsequent tranches steadily declining.

Table 2.1
Years as Debian user and years spent contributing to Debian.

	0-5 years contributing	6-10 years contributing	11-15 years contributing	> 15 years contributing	No answer	Total
Using 0-5 years	123 84%	4 3%	0 0%	0 0%	19 13%	146 100%
6-10 years user	144 58%	81 32%	1 0%	0 0%	24 10%	250 100%
11-15 years user	64 21%	117 38%	107 35%	0 0%	16 5%	304 100%
> 15 years user	28 9%	47 15%	97 31%	133 42%	11 3%	316 100%
No answer	2 0%	1 0%	0 0%	1 0%	459 99%	463 100%
Total	361 24%	250 17%	205 14%	134 9%	529 36%	1479 100%

STATUS IN DEBIAN

Participants in Debian have different levels of capacity. Developers can not only directly upload to the repository, they can also vote in the yearly election of the project's leader as well as in General Resolutions. The survey elicited a reasonably representative cross-section of project participants, with the exception of 'non-uploading' project members (Debian members who have voting rights but who contribute by means other than maintaining software packages), which is a relatively new status in the project. (Table 2.2).

Table 2.2
What is your current 'formal' status in the Debian project?

Status	Count	Percentage in respondents	Percentage in all
Debian Maintainer	86	8%	6%
Project member (also known as 'Debian Developer' or 'DD'), with upload rights to the archive	261	25%	18%
Project member, non-uploading	17	2%	1%
Contributor with no formal project association	362	35%	24%
User (every other Debian user)	288	28%	19%
Other	10	1%	1%
No answer	455		31%
Total	1479		

DEBIAN TEAMS

Most project activities happen within teams that group together individual Debian contributors. Each participant can be a member of multiple teams. Table 2.3 shows the top-10 team affiliations declared by survey respondents. The most represented teams tend to be large packaging teams, such as Perl and Python, as well as teams catering to the maintenance of packages in large domains such as sciences and gaming. A couple of management teams, such as

Debconf (in charge of organising the yearly Debian conference) and Publicity (dealing with project ‘marketing’) teams are also included in the top-10. Management teams appear to be a way to attract a significant number of non-packaging contributions from the community.

Table 2.3

Top-10 Debian teams with largest number of respondents.

Team	Count
Debian science	27
pkg perl	22
Debian med	18
Q&A	18
Debconf	17
Python	16
Perl	13
Debian python modules team	12
Games	12
Publicity	12

CONTRIBUTIONS TO DEBIAN

Figure 2.1

Number of packages respondents in, or have previously participated in.

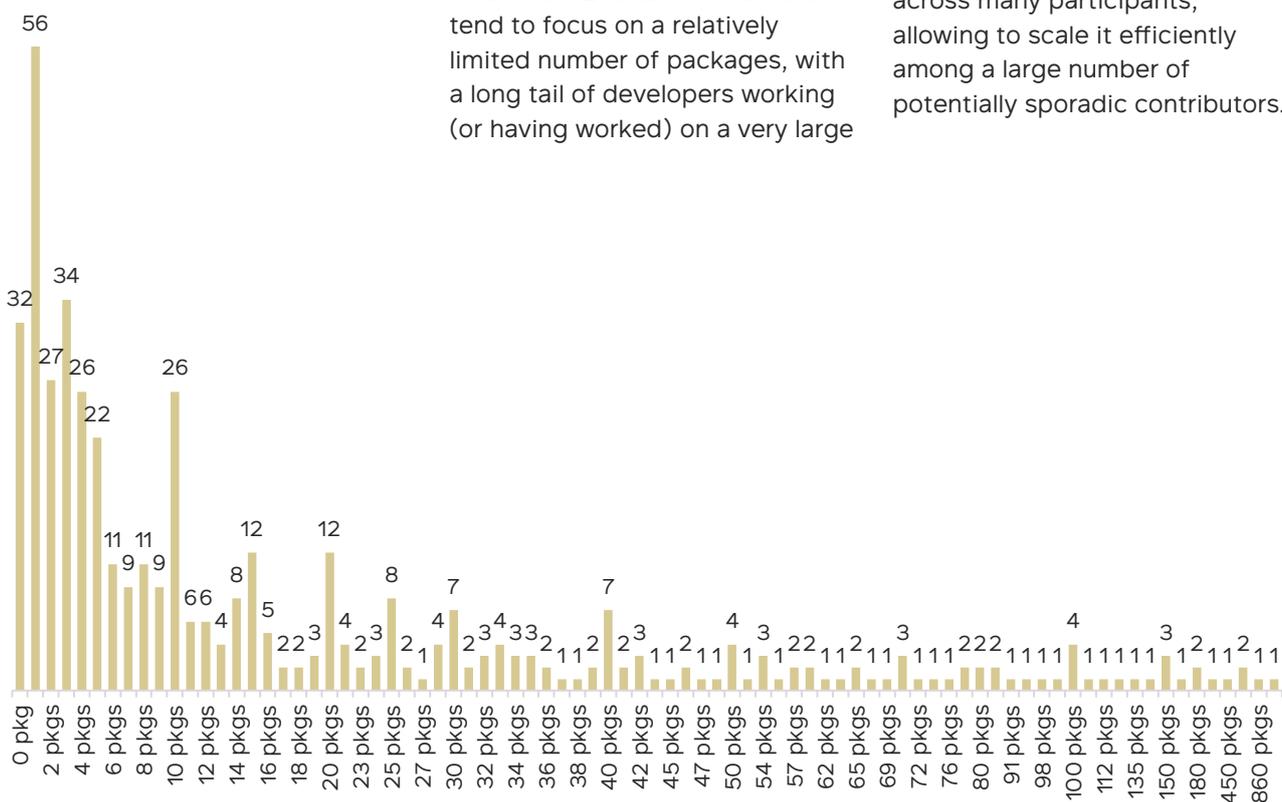


Figure 2.1 indicates that most respondents contributed to less than ten Debian packages in total: most Debian contributors tend to focus on a relatively limited number of packages, with a long tail of developers working (or having worked) on a very large

number of packages. Overall, this draws a picture of a packaging effort distributed horizontally across many participants, allowing to scale it efficiently among a large number of potentially sporadic contributors.

Many respondents (74% of those who answered this question, Figure 2.2) also contribute to other FOSS projects, showing significant involvement in the larger FOSS ecosystem by members of the Debian community. Ubuntu is the project most contributed to (Table 2.4), which is not surprising given Ubuntu is based on Debian. The

Linux kernel is the centerpiece of FOSS distributions, and the other projects most contributed to were historical free and open source software communities including KDE and GNOME and well-established corporate-driven open source projects such as Fedora (Red Hat) and Firefox (Mozilla).

Figure 2.2

In addition to Debian, are you contributing to other FOSS projects?

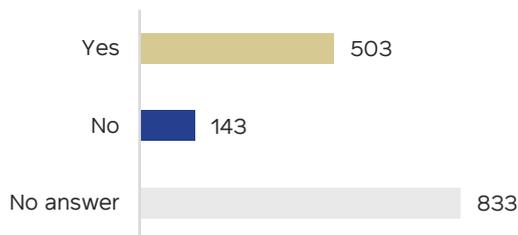


Table 2.4

Top-10 FOSS projects respondents contribute to, in addition to Debian.

	Freq
Ubuntu	45
Linux kernel	20
KDE	17
GNOME	16
LibreOffice	14
Fedora	12
OpenStreetMap	9
Firefox	7
Tails	7

3

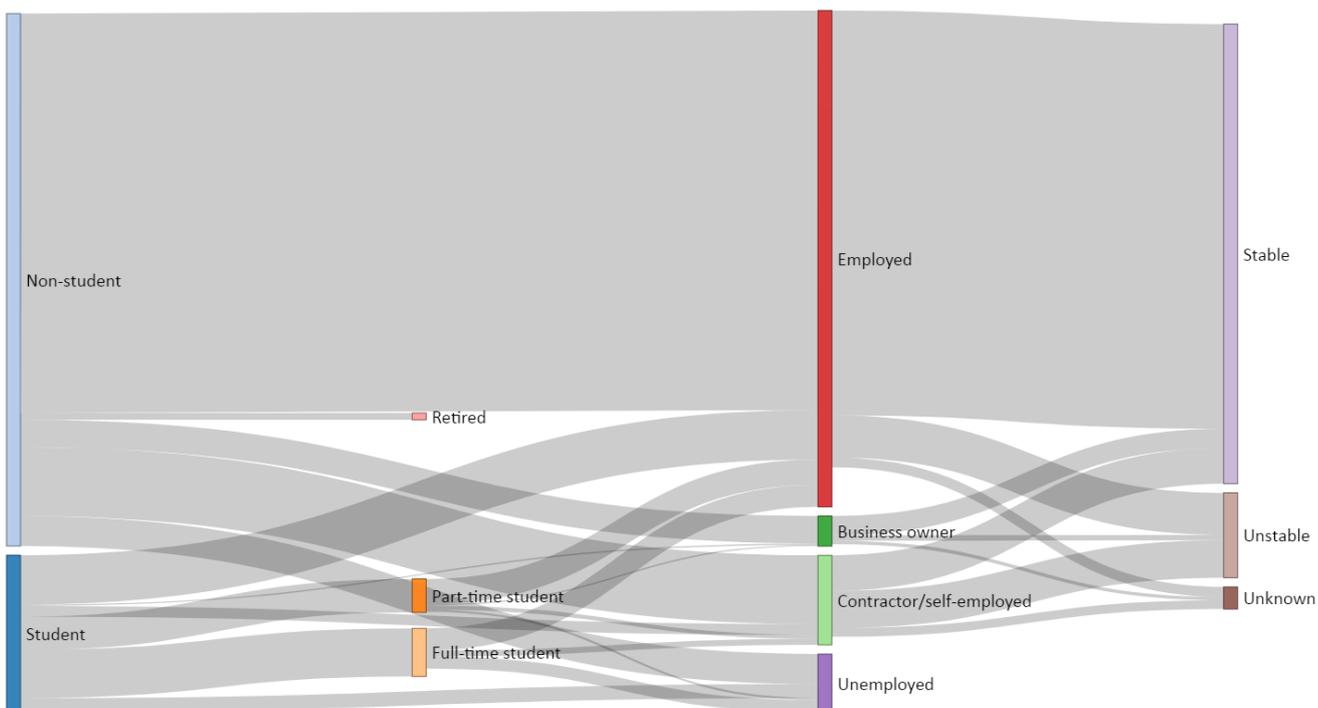
EMPLOYMENT AND STUDY

- Only 8% of respondents were students; most students were employed.
- Most respondents were employed or studying in Information Technology (IT), in other STEM (science, technology, engineering, and mathematics) fields, followed by education and training.
- The majority of respondents' employment conditions were stable, particularly for employees and business owners.
- Debian Developers tended to have the term 'senior' in their job descriptions more than other types of contributors.

EMPLOYMENT JOURNEYS

Figure 3.1 presents a flow diagram of the background, employment status and employment stability of respondents. A minority of respondents are unemployed or have unstable working conditions.

Figure 3.1
Current study / employment status and employment stability.



Note: The data in this figure was drawn from responses to the questions listed underneath and is presented as a Sankey diagram using the R package networkD3:

B01. Are you currently a student in a degree, diploma, or qualification program? (Number of respondents: 936)

B01a. Are you studying full-time or part-time? (Number of respondents: 122)

B02. Which of the following best describes your current work status? (Number of respondents: 936)

B02g. How stable is your current work condition? (Number of respondents: 848)

EMPLOYMENT TYPE

Only 8% of respondents were students (Table 3.1). The majority of students were employed. For non-students, the overwhelming

majority were employees, with smaller numbers self-employed, business owners or unemployed (Figure 3.2).

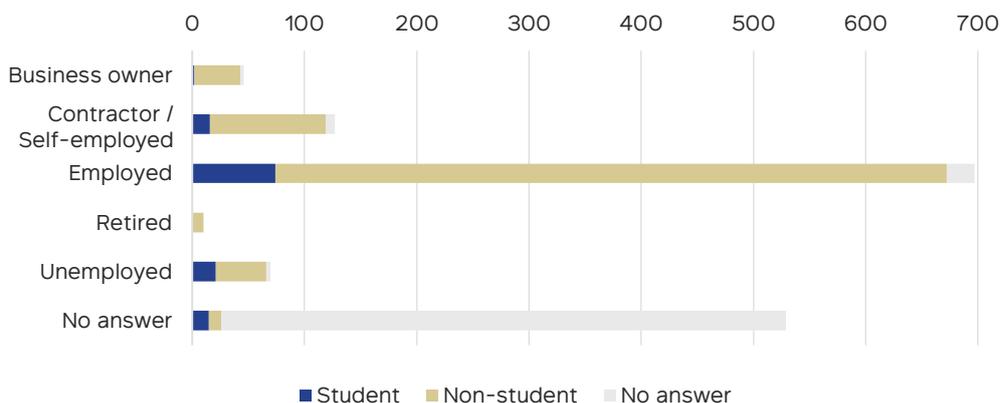
Table 3.1

Are you currently a student in a degree, diploma, or qualification program?

	Full-time student	Part-time student	No answer	Total
Student	72 (56%)	50 (39%)	6 (5%)	128 (100%)
Non-student	NA	NA	808	808
No answer	NA	NA	543	543
Total	72 (5%)	50 (3%)	1357 (92%)	1479 (100%)

Figure 3.2

Employment status by educational status.



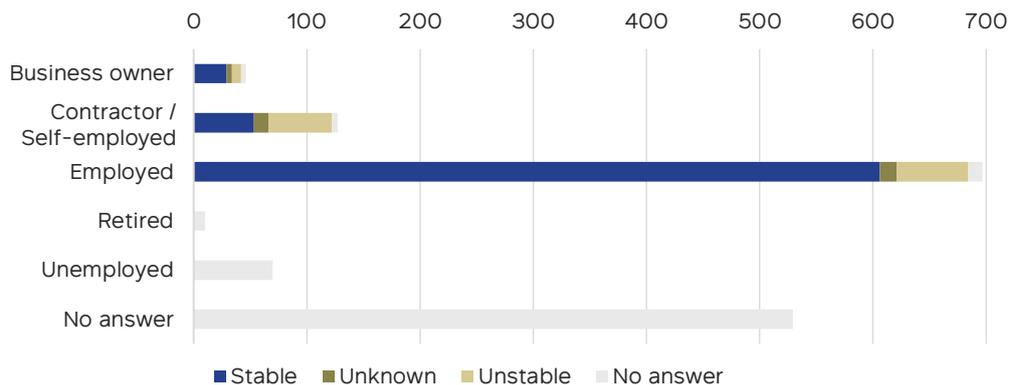
EMPLOYMENT STABILITY

The majority of respondents' employment conditions were stable, particularly for employees

and business owners. Contractors and self-employed workers were the least stable (Figure 3.3).

Figure 3.3

Employment status and work stability.



EMPLOYMENT STATUS

Most respondents were employed or studying in IT (Information Technology) or other STEM (science, technology, engineering, and mathematics) fields, with education and training coming third (Figure 3.4). We

also cross-reference employment status (e.g., employed) with type of employer—e.g., firm, not-for-profit (Table 3.2). Although the highest number is made of firm employees (N: 461), government or public sector employees are

also numerous (N: 200). This apparent contrast with Figure 3.4 may stem from the fact that ‘public sector’ in Table 3.2 comprises elements which are distinct in Figure 3.4 (e.g. the ‘education’ and ‘health’ sectors).

Figure 3.4

Current fields of work or study.

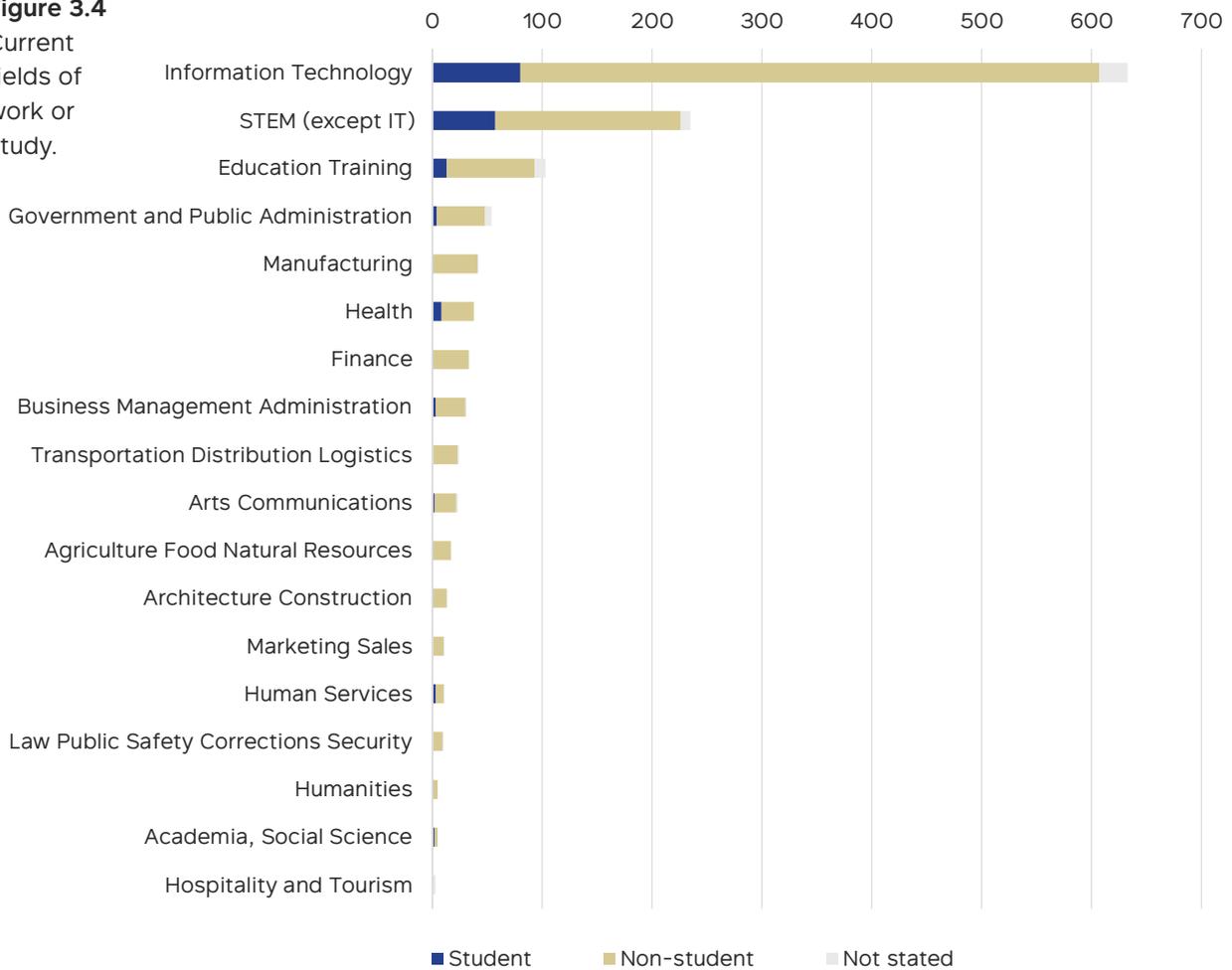


Table 3.2

Employment status and type of employer.

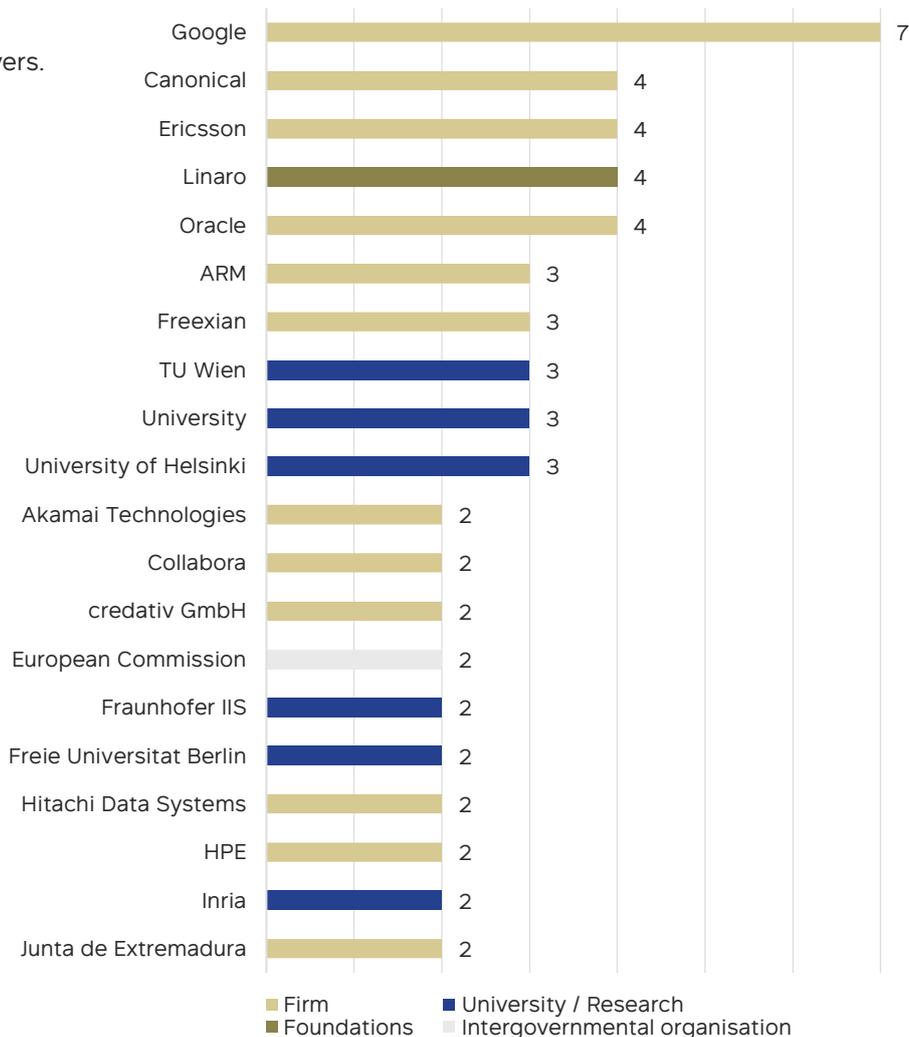
	Firm	Not for profit or charity	Government or public sector	Others	Total
Contractor / Self-employed / Independent worker	106 61%	41 24%	23 13%	3 2%	173 100%
Employed	461 63%	72 10%	200 27%	2 0%	735 100%
Owner / Manager of my company	42 69%	11 18%	8 13%	0 0%	61 100%
Total	609 63%	124 13%	231 24%	5 1%	969 100%

PRINCIPAL EMPLOYERS

491 respondents provided the name of their employer, including 57 university employees. There was an extreme diversity of employers, with 425 employers only mentioned once. Considering the total number of firm employees (N: 461), this could explain why few respondents indicated the name of their employer (Figure 3.5). Google's position as the leading corporate employer in 2016 foreshadowed its adoption of Debian as its internal operating system in 2018. Canonical is the firm which

produces the Ubuntu distribution (based on Debian). When juxtaposing the words present in respondents' job titles in relation to their roles in the project (Figure 3.6.) we note that Debian Developers with upload rights have the highest proportion of 'software' and 'engineer,' followed by contributors with no formal project association. In contrast this last category has the highest number of 'developers' and 'systems,' though DDs tend to be more 'senior.'

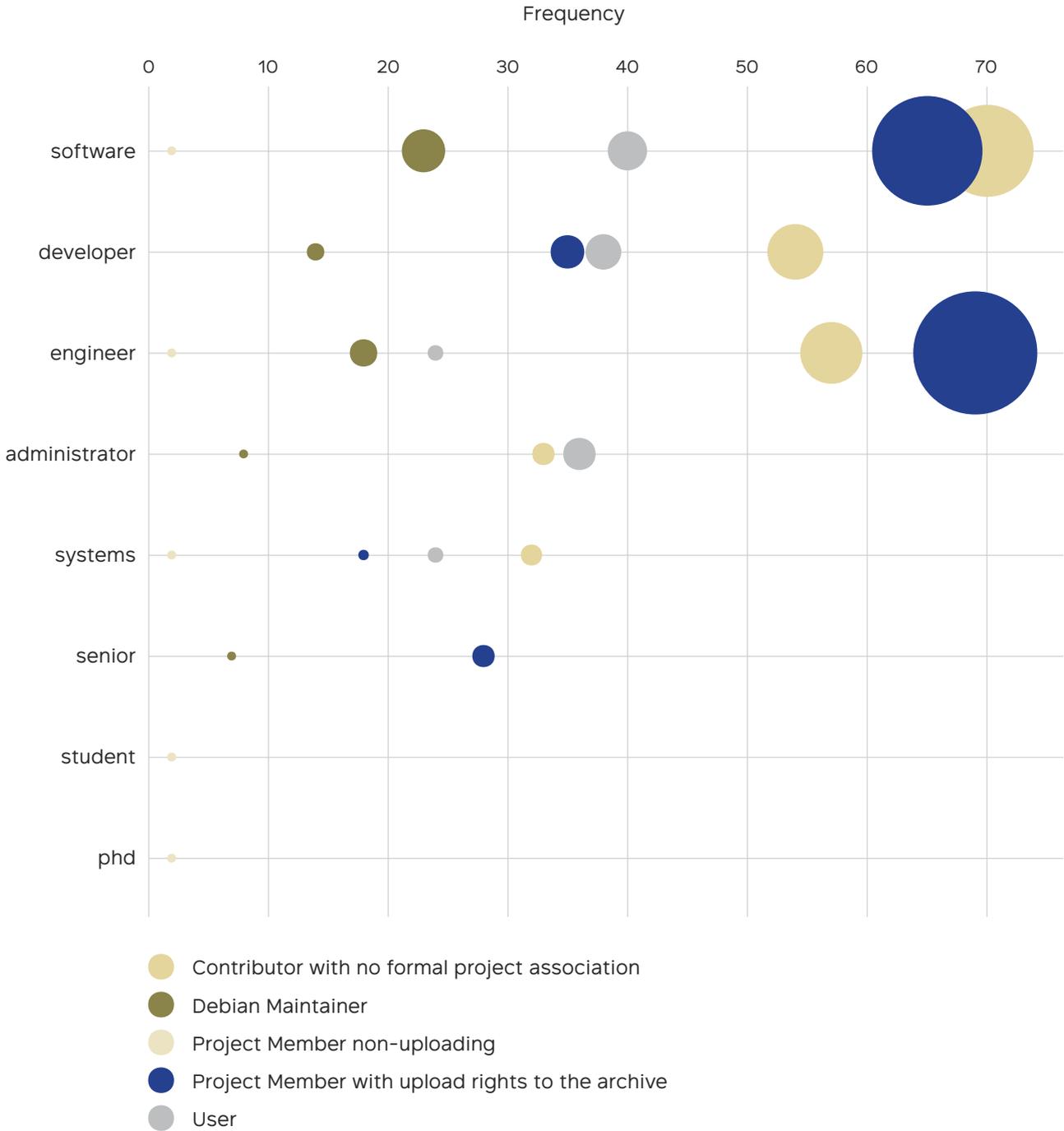
Figure 3.5
Top-20 employers.



Note. This figure is derived from question: B02C 'What is the name of the firm(s) you work for?' (N. respondents: 497)

Figure 3.6

Top-5 most frequent terms in job titles by 'formal status' in Debian project.



Note: Dot size is standardized by the 'formal status' number. This figure was derived from the questions: A03. 'What is your current 'formal' status in the Debian project?' B02h. 'What is your current job title?' The number of respondents who answered both questions was 751.

4

BEING PAID TO WORK ON DEBIAN

- Almost every respondent (92%) said they used Debian at work because of a personal choice.
- Only one out of five respondents said they were paid to work on Debian.
- The majority said they only spent between 0 and 20 % of their work time on Debian.
- Almost half the respondents declared that they saw no difference between their paid work and Debian, followed by a third who declared they were more passionate about their work for the project.
- A clear majority (83%) felt more pressure to meet delivery goals at work than in Debian.

USING DEBIAN AT WORK

Of those who responded that they used Debian at work, 92% said it was by personal choice whilst only 6% declared that it was because their firm required it (Table 4.1), showing high commitment to the main product of the Debian community's work.

Table 4.1

Do you run Debian on your work computer?

Using Debian on work computer	Personal choice	Required by firm	No answer	Total
Yes	522 92%	36 6%	11 2%	569 100%
No			273	273
No answer			637	637
Total	522 35%	36 2%	921 62%	1479 100%

FIRM SUPPORT FOR DEBIAN AT WORK

In terms of support for Debian at work, those who are using Debian because it is a requirement of their employer (N: 36) logically receive formal support via the firm's IT department in much higher proportion (61% of this group) than those who use it

as a personal choice (16% of this much larger group, N: 522). Conversely, users motivated by personal choice receive much more support informally from colleagues (29%), or no support (49%).

Table 4.2

Does your firm offer technical support for the Debian operating system? / Is using Debian on your work computer required by your firm or a personal choice?

Does your firm offer technical support for the Debian operating system?					
	Yes, formally through an IT department	Yes, informally through colleagues	No	No answer	Total
Required by firm	22 61%	7 19%	7 19%		36 100%
Personal choice	85 16%	152 29%	256 49%	29 6%	522 100%
No answer	2	2	2	915	921
Total	109	161	265	944	1479

BEING PAID TO CONTRIBUTE TO DEBIAN

The question ‘Are you paid to contribute to Debian?’ was addressed by 941 respondents, out of which 172 (18.3%) responded in the affirmative—the definition of ‘contribute’ in this case was left to the respondent

(Table 4.3). The majority (83%) spent relatively little time on Debian at work (Table 4.4). A dominant though smaller block of respondents (51%) also declared that the amount of Debian work being paid was small (Table 4.5).

Table 4.3
Are you paid to contribute to Debian?

	Count	Percentage in responses	Percentage in total
Yes	172	18%	12%
No	769	82%	52%
No answer	538		36%
Total	1479		

Table 4.4
How much of your work time is spent contributing to Debian?

Percentage of work time spent to Debian	Count	Percentage in responses	Percentage in total
0-20%	139	83%	9%
21-40%	15	9%	1%
41-60%	4	2%	0%
61-80%	4	2%	0%
81-100%	5	3%	0%
No answer	1312		89%
Total	1479		

Table 4.5
How much of your Debian work is being paid for?

Percentage of Debian work being paid for	Count	Percentage in responses	Percentage in total
0-20%	81	51%	5%
21-40%	27	17%	2%
41-60%	18	11%	1%
61-80%	12	8%	1%
81-100%	22	14%	1%
No answer	1319		89%
Total	1479		

ACKNOWLEDGING FIRM SUPPORT

Among those 172 respondents, 145 weighed in on whether they publicly acknowledge the organisation or individual paying them when they are using paid time to work on Debian, and only 79 (54.5%) do so (Table

4.6). This suggests that 45.5% of paid contributions to the project are made without formally recognizing the interest third-party organisations have in the Debian Project. In addition to the acknowledgement methods

mentioned in Table 4.7 (e.g. using a firm address in email communications or commit messages), respondents also mentioned annual reports, copyright assignments, and package descriptions.

Table 4.6

Do you publicly acknowledge your organisation (employer, client, etc.) when contributing to Debian on paid time?

	Counts	Percentage in responses	Percentage in total
Yes	79	54%	5%
No	66	46%	4%
No answer	1334		90%
Total	1479		

Table 4.7

How do you publicly acknowledge who is paying for your Debian work?

Public acknowledgement methods	Counts
Using the organisation address in email communications	50
Using the organisation address in commit messages, patch headers, changelog files, etc	47
Regularly communicating (e.g., blogging) about my work	21

Note: one person may acknowledge in more than one way.

Table 4.8

Why don't you publicly acknowledge who is paying for your Debian work?

Reason not to acknowledge	Counts
My organisation does not want its contributions to be made public	7
I do not want to disclose that I'm contributing as part of my paid job	16
It is too much of a burden (technically or otherwise) to do so	33
Not required by employer	5
Minor contribution is not worth it	5

The main reason invoked for not acknowledging Debian work being paid was the onerous nature of such a revelation,

followed by personal reluctance. Other reasons include worrying higher management would not sanction paying for work on

Debian, and the difficulty in distinguishing paid work from volunteering when contributing.

Table 4.9

Did your involvement in Debian influence obtaining your current job position?

	Counts	Percentage in responses	Percentage in total
Yes	210	27%	39%
No	573	73%	14%
No answer	696		47%
Total	1479		

Here is a selection of responses to the question 'Please briefly explain how your Debian involvement helped obtain your current position?'

- 'The knowledge, skills, experience gained from Debian project and contributions to the Debian project are valued by employers.'
- 'Debian Developer status is valued by employers, and contribution to Debian / FOSS community is valued by some employers ideally.'
- 'Got the position / knew the opportunity because of personal contacts when engaged in Debian project.'
- 'Got the position due the nature of business / role. In this situation, experience of Debian project or Debian Developer status is decisive.'
- 'Became visible to employers due to contribution to Debian projects.'

COMPARING WORK FOR DEBIAN AND PAID WORK

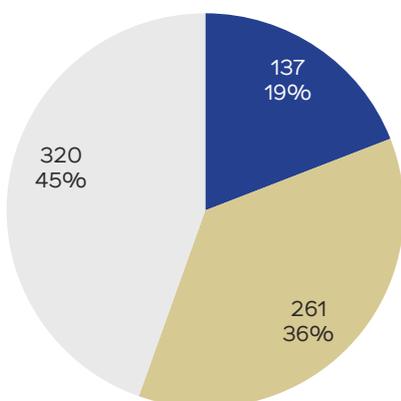
When addressing the question of passionate labour (Figure 4.1), almost half the respondents declared that they saw no difference between their paid work and Debian (45%), followed

by a third who declared they were more passionate about their work for the project (36%), and finally less than a fifth of respondents declared they were more passionate about their paid

work. Two thirds of respondents declared that their paid and Debian work were different and required different skillsets (Figure 4.2).

Figure 4.1

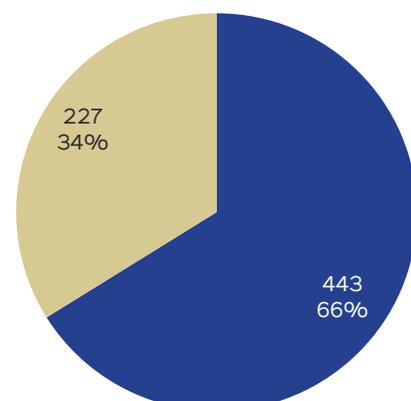
Do you feel more passionate about your (paid) job or about Debian?



■ Job ■ Debian ■ Neither / equal

Figure 4.2

How would you compare your role in Debian project to your role at work?



■ They are different positions / they require different skillsets
 ■ They are similar positions / they require the same skillset

PRESSURE IN DEBIAN AND DURING PAID WORK

Table 4.10 presents a selection of comments by respondents about the difference between paid work and work for the Debian Project: Debian is described as less boring, offering more creativity and autonomy. Conversely an overwhelming majority of developers feel more pressure to meet deadlines at work, as shown in Figure 4.3.

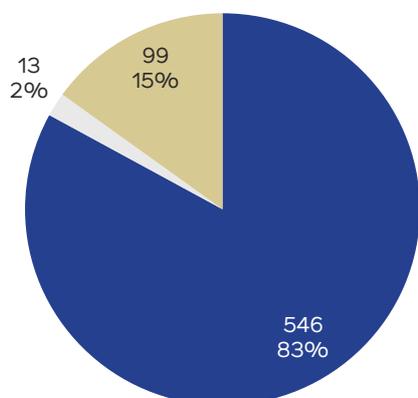
Table 4.10

Please elaborate on the differences between your role in Debian and that at work. (N: 234)

Topic	Paid job	Debian project
Boring vs creative	Routine work, pays the bills, not interesting, boring	Fun, hobby, creative and try new things
Autonomy	Depends on roles	Generally, more freedom, responsibility and autonomy
Values	Commercial-driven	Debian Social Contract, more favourable in general
Skills	People in manager-levels in the IT industry	Applying more programming / develop skills
	People in entrance-level in the IT industry	Learning more personal skills: out-reaching, communication, publicity, review licenses
	People outside of IT industry	Involving in bug report, 'lightly' debugging and non-technical works
	Both in and outside of IT industry	Gain more diverse skills than at work
Measurement of goals	More hierarchy in paid job, and the measurement of goals are more indirect	Easy to measure one's contribution in Debian project

Figure 4.3

How much pressure to meet delivery goals and deadlines do you experience in Debian and at work?



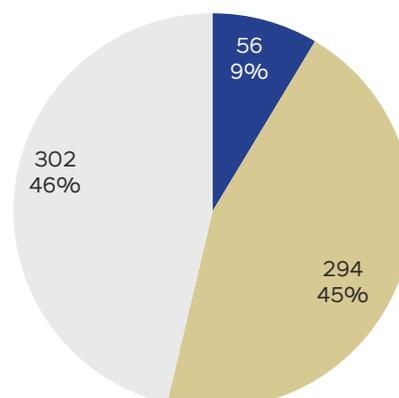
- More pressure at work / less in Debian
- More pressure in Debian / less at work
- Equal amounts of pressure at work and in Debian

HAPPINESS AT WORK AND IN DEBIAN

Even when tasks are similar in terms of interest and difficulty, many more respondents feel more happy working for Debian (45%) than for their employer (9%) as shown in Figure 4.4.

Figure 4.4

For tasks of similar difficulty or interest, how do you feel when you work on a Debian project compared to a work project?



- Happier at work
- Happier in Debian
- The same

5

FIRM IMPACTS ON DEBIAN, DEBIAN IMPACTS ON FIRMS

- Almost 250 respondents declared they had co-workers who were also Debian contributors.
- However, the number who said their firm considered itself to be a stakeholder in the project was lower (105), and only 67 thought their firm tried to influence the project.
- More than 40% of respondents said FOSS collaborative practices had some or significant impacts on their paid employment.
- Most respondents believe their co-workers value their contribution to Debian.

FIRM ENGAGEMENT IN DEBIAN

Table 5.1 shows that only 105 people (15% of respondents) declared that their firm considers itself to be a stakeholder in

Debian, even though 246 people (34% of respondents) said they had co-workers who were also Debian contributors (Table 5.2).

Table 5.1

Does your firm engage with the Debian project or consider itself a stakeholder in Debian?

	Count	Percentage in responses	Percentage in total
Yes	105	15%	7%
No	597	85%	40%
No answer	777		53%
Total	1479		

Table 5.2

Do you have co-workers that are also Debian contributors?

	Count	Percentage in responses	Percentage in total
Yes	246	34%	17%
No	477	66%	32%
No answer	756		51%
Total	1479		

COMMUNICATING WITH OTHERS ABOUT THE FIRM

Only 100 people responded to the question of whether they communicate with co-workers about their firm's interest in Debian, with 79 responding in the affirmative (Table 5.3). Fewer

people (N: 67, Table 5.4) thought their firm tried to influence the project than thought their firm was a stakeholder (N: 105, Table 5.1).

Table 5.3

Do you communicate with co-workers about your firm's interest in Debian?

	Count	Percentage in responses	Percentage in total
Yes	79	79%	5%
No	21	21%	1%
No answer	1379		93%
Total	1479		

Table 5.4

How often do you think your firm tries to advance its interests in Debian?

	Count	Percentage in responses	Percentage in total
Several times a month	15	20%	1%
Every month	15	20%	1%
4-5 times a year	12	16%	1%
1-2 times a year	25	33%	2%
Never	9	12%	1%
No answer	1403		95%
Total	1479		

CONFLICTS OF INTERESTS

The figures for the areas in which firms try to advance their interests are proportionate for the whole project (Table 5.5) and for Debian Developers (see Table 6.19). The main source of conflict mentioned in comments was licensing issues.

Table 5.5

Based on your experience, in which areas does your firm want to advance its interests in Debian?

	Count
Feature development / bug fixing	63
Licensing decisions	4
Specification / technical roadmap	24
Project governance	6
LTS	3
Sponsoring	1
Trademark usage	1

IMPACT OF DEBIAN ON FIRM WORK

Table 5.6 shows that a sizable proportion of respondents (43%) said that Debian's collaborative practices had some or significant impacts on their paid employment. Examples of such impacts are detailed in Table 5.7.

Table 5.6

Do the collaborative production practices of the Debian project impact your (paid) job?

	Count	Percentage in responses	Percentage in total
Significant impact	65	11%	4%
Some impact	197	32%	13%
No impact	350	57%	24%
No answer	867		59%
Total	1479		

Table 5.7

How do Debian-style collaboration practices impact my paid job? (N: 174)

Theme	Topic	Example
Collaboration and workflow	Collaboration in terms of openness, transparency, and democracy.	'I learned a lot about effective collaboration practices by being part of Debian. This involves good and democratic communication, proper documentation, writing readable code, deciding on transparent processes and roadmap and more. I always try to adapt these to my paid job. Honestly, it's not always possible.'
	Tools for collaboration.	'I learned to use git effectively and employ that knowledge in my day job.'
	Need to introduce Debian's values, workflow, code of conduct, and collaboration tools to the workplace.	'Technical management, coordination of code, bringing in things like git into the non-code areas of the workplace.' 'We try to learn for the way Open Source software is collaboratively developed. We've introduced Agile (scrum, kanban) based development models. And slowly maintainers of internal software components accept contributions from other developers. The small "kingdoms" fall and we start to jointly develop software.'
	Learning to work remotely in diverse teams.	'In Debian, I learned to work with a very diverse set of people, across the globe. That certainly helps when at work, I have to work with colleagues overseas, with very different backgrounds, and so on.'
Knowledge, technical skills and technology	Diverse skills learned from Debian enhance competence in day job.	'A lot of basic IT stuff I learnt at Debian is relevant for my job: version tracking, bug reporting systems etc.' 'Applied packaging skills for building Debian packages for our product.'
	Technologies used in Debian influence day job technology decisions.	'We deploy on Debian stable servers, so the Debian release schedule, and what is in Debian stable, influence a significant amount of our technology decisions.' 'We have based our bug tracking, version control, and software deployment practices on open source / free software / Debian / Ubuntu influences.'
Perspective of users and FOSS business	Different priorities of maintainers and customers may lead to delay or extra work.	'Differences of priorities between Debian maintainers and my customers might trigger extra work or delay for my customers, which I need to account for; more recently, some arbitrary auto-reject rule triggered an extra delay then extra work. Nothing too dramatic, but that sometimes means needing appropriate communication / teaching.'
Paid work impacts on Debian project	A concern of paid team overtakes the work of volunteer team regarding urgent issues.	'There is a concern that a paid team would overtake the work of a volunteer team (e.g. the normal security team) because, presumably, volunteers are harder to find and if the funding dries up, the team falls apart. I am not sure how to resolve those issues—it seems to me that a paid team is more reliable and has bigger incentives to prioritize urgent work, which is especially important for security work...'

RECOGNITION FOR CONTRIBUTIONS TO DEBIAN AT WORK

One third of respondents believe their co-workers do not value their contribution to Debian (Table 5.8); whereas for Debian Developers, this figure falls to 17% (see Table 6.23). Reasons for this appreciation are first technical, then ethical (Table 5.9).

Table 5.8

Do you feel that your co-workers value the fact you contribute to Debian?

	Count	Percentage in responses	Percentage in total
Yes	382	67%	26%
No	192	33%	13%
No answer	905		61%
Total	1479		

Table 5.9

Why do you think your co-workers value the fact you contribute to Debian?

	Count
Because of the practical (technical or other) value of my contributions	333
Because of the ethical value of contributing to free and open source software	277
Other	5

6

FOCUS ON DEBIAN DEVELOPERS

- Debian Developers are on average more experienced than other respondents and have contributed for a longer period to the project.
- One third of Debian Developer respondents said they were paid to contribute to the project, though more than half said only 0-20% of their Debian contributions are being paid for.
- Among Developers who declared having co-workers who are project members and who responded to whether they communicate with these co-workers about Debian, 80% said they did.
- Developers quasi-unanimously (93%) declared their firm's interests had never conflicted with Debian's.
- Only 14% of Developers who responded said their firm tried to advance its interests in the project.

DEBIAN DEVS: DEMOGRAPHICS AND EDUCATION

The majority of Debian Developer (DDs) respondents were mature or aged between 30 and 50 (Table 6.1) and highly educated,

with the majority of respondents having engaged in postgraduate study (Table 6.2).

Figure 6.1
Age and gender of Debian developers. (N: 261)

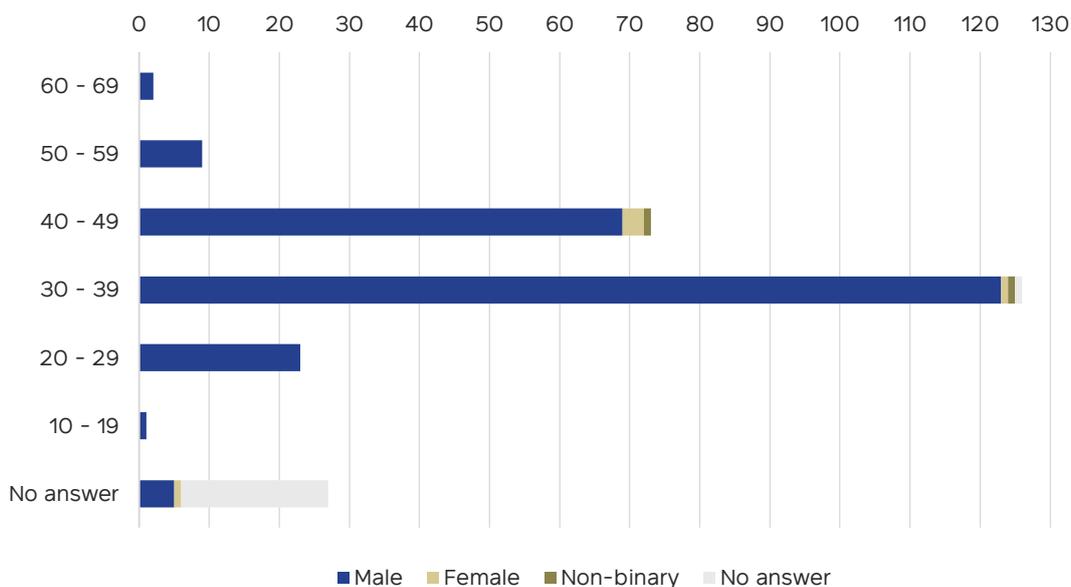
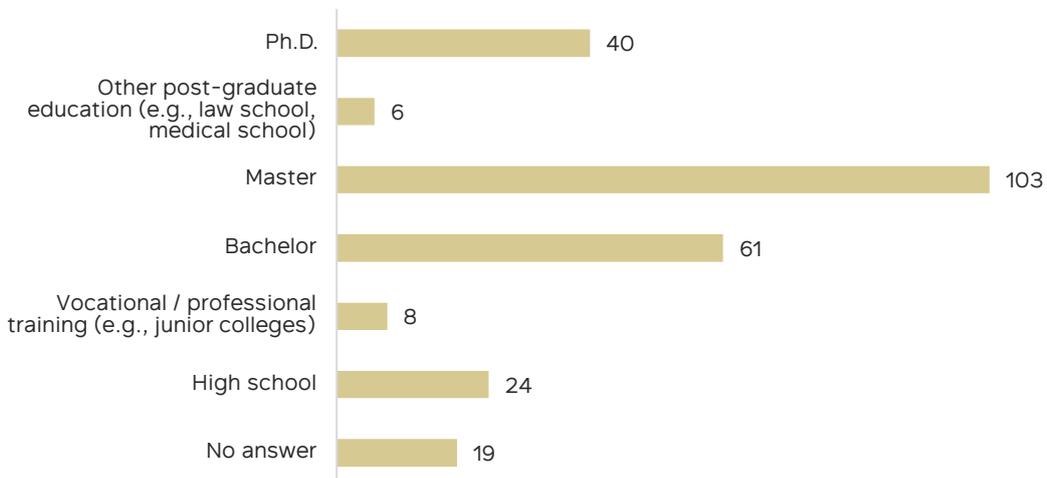


Figure 6.2
Highest level of education received. (N: 261)



DEBIAN DEVS: EMPLOYMENT

In accordance with their age and educational level, DDs were predominantly employed (Figure 6.3), and this employment was stable for the most part (Figure 6.4).

Figure 6.3
What best describes your current employment status?

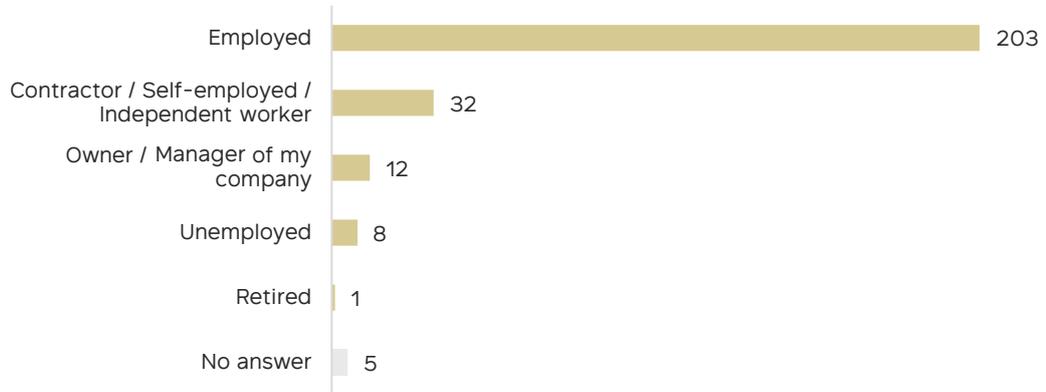
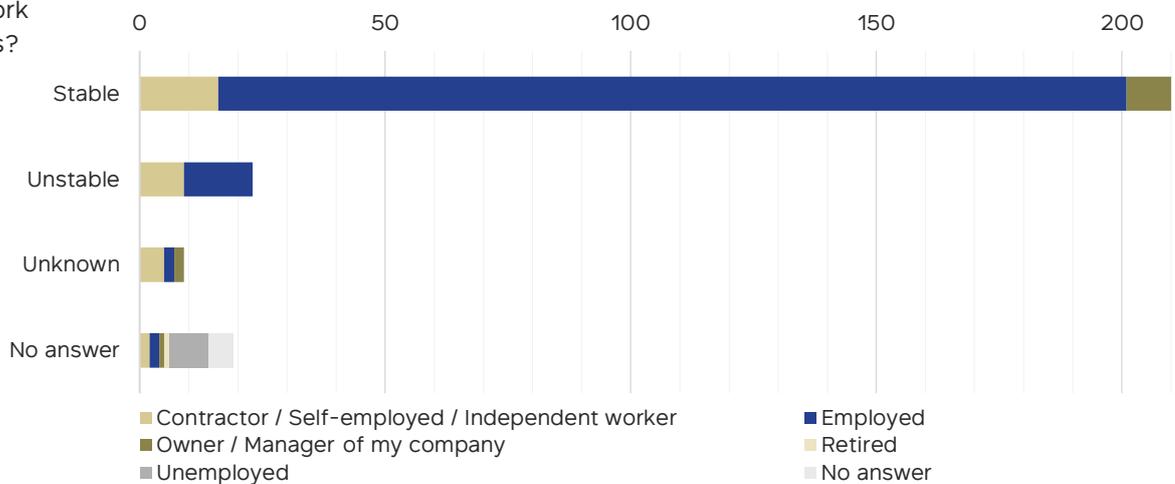


Figure 6.4
How stable are your current work conditions?



Note: Stable: e.g., salaried with a permanent contract, or contractor with regular long-term contracts. Unstable: e.g., temporary positions, or contractor with irregular contracts. Unknown: e.g., dependent on a single contract that can be broken at any time.

DEBIAN DEVS: STUDY STATUS AND CONTRIBUTION TO FOSS

Debian Developers are on average more experienced than other respondents and have contributed for a longer period to the community. Hence,

unsurprisingly, the number of students among them was 5% (Table 6.1), lower than the number for all respondents (8%, Table 3.1). The number of Developers

who contributed to other projects was 71%, similar to the number for all participants (74%, Figure 2.2).

Table 6.1

Are you currently a student in a degree, diploma, or qualification program?

	Count	Percentage in responses	Percentage in total
Yes	14	6%	5%
No	236	94%	90%
No answer	11		4%
Total	261		100%

Table 6.2

In addition to Debian, are you contributing to other free and open source software projects?

	Count	Percentage in responses	Percentage in total
Yes	185	78%	71%
No	51	22%	20%
No answer	25		10%
Total	261		100%

DEBIAN DEVS: USING DEBIAN AT WORK

Two-thirds of Developers used Debian at work (Table 6.3). Much like the general population of the project (Table 4.2) there was a direct correlation between the reason for doing so (personal choice vs required by firm) and the type of support received

(informally through colleagues or formally via an IT department). It should be pointed out that 166 developers chose to use Debian themselves whereas only 8 were required to do so by their employer (Table 6.4).

Table 6.3

Do you run Debian on your work computer?

	Count	Percentage in responses	Percentage in total
Yes	176	74%	67%
No	63	26%	24%
No answer	22		8%
Total	261		100%

Table 6.4

Was using Debian on your work computer required by your firm or a personal choice? / Does your firm offer technical support for the Debian operating system?

	Yes, formally through an IT department	Yes, informally through colleagues	No	No answer	Total
Personal choice	28 17%	56 34%	70 42%	12 7%	166 100%
Required by firm	5 63%	1 13%	2 25%	0 0%	8 100%
No answer	0 0%	0 0%	0 0%	2 100%	2 100%
Total	33 19%	57 32%	72 41%	14 8%	176 100%

DEBIAN DEVS: BEING PAID TO CONTRIBUTE

Debian Developers have the capacity to influence the strategic direction of the project, so their attitude towards firm influence is of particular interest. The proportion of Debian Developers who are paid to work on the project—36%, or 93 of the 253 people who answered this question (Table 6.5) is double the proportion for the whole project (12%, Table 4.3). In terms of the amount of work time being

paid for, 70 of 90 respondents declared they spent 20% or less of their paid work on Debian, with a very small minority (N: 5) spending more than 60% (Table 6.6). More than half of the responding Debian Developers (56.3%) reported that 0-20% of their Debian contributions are being paid for. Only four respondents said that more than 80% of their contributions are paid for (Table 6.7).

Table 6.5

Are you paid to contribute to Debian?

	Count	Percentage in responses	Percentage in total
Yes	93	37%	36%
No	160	63%	61%
No answer	8		3%
Total	261		100%

Table 6.6

How much of your work time is spent contributing to Debian?

	Count	Percentage in responses	Percentage in total
0-20%	70	80%	75%
21-40%	11	13%	12%
41-60%	2	2%	2%
61-80%	2	2%	2%
81-100%	3	3%	3%
No answer	5		5%
Total	93		100%

Table 6.7

How much of your Debian work is being paid for?

	Count	Percentage in responses	Percentage in total
0-20%	49	56%	53%
21-40%	18	20%	19%
41-60%	11	13%	12%
61-80%	5	6%	5%
81-100%	4	5%	4%
No answer	5		5%
Total	93		100%

DEBIAN DEVS: ACKNOWLEDGEMENT OF PAID STATUS

Only 31% of DD respondents chose to answer the question of whether they publicly acknowledge when they are being paid to contribute (Table 6.8). In contrast 85% responded to the question of whether their involvement in Debian led to their current employment (Table 6.9). Similar contrasts can be seen when addressing the issue of co-workers: 226 DDs answered the question of whether they

have co-workers who are in Debian, with 44.2% responding in the affirmative (Table 6.10). The number of DDs answering the question 'Do you communicate with co-workers about your firm's interests in Debian?' was much lower: only 52 responded, out of which 41 said 'yes' (Table 6.11). This suggests a strong desire to communicate about Debian with co-workers (in the case of those who addressed the second

question) as well as a reluctance to confront the possibility of conflicts of interest (in the case of those who addressed the first question about having Debian-affiliated co-workers, but not the second about communicating with them). This echoes the reluctance to acknowledge one is being paid (Table 6.8), linked to FOSS' traditional definition as a vocation or passion.

Table 6.8

Do you publicly acknowledge your organisation (employer, client, etc.) when contributing to Debian on paid time?

	Count	Percentage in responses	Percentage in total
Yes	47	58%	18%
No	34	42%	13%
No answer	180		69%
Total	261		100%

Table 6.9

Did your involvement in Debian influence obtaining your current job position?

	Count	Percentage in responses	Percentage in total
Yes	108	48%	41%
No	119	52%	46%
No answer	34		13%
Total	261		100%

Table 6.10

Do you have co-workers that are also Debian contributors?

	Count	Percentage in responses	Percentage in total
Yes	100	44%	38%
No	126	56%	48%
No answer	35		13%
Total	261		100%

Table 6.11

Do you communicate with co-workers about your firm's interests in Debian?

	Count	Percentage in responses	Percentage in total
Yes	41	79%	16%
No	11	21%	4%
No answer	209		80%
Total	261		100%

DEBIAN DEVS: COMPARING FIRM AND DEBIAN WORK

Half the respondents said Debian's collaborative practices were having an impact at work (Table 6.12). A third were more passionate about Debian, 40% had no preference and only 11% preferred their paid job (Table 6.13). Twice as many (58%) described the

jobs in both sites as very different than those saying they required the same skillset (Table 6.14). The overwhelming majority declared they felt more pressure at work (Table 6.15) and only 7% said they were happier at work for similar tasks (Table 6.16).

Table 6.12

Do the collaborative production practices of the Debian project impact your (paid) job?

	Count	Percentage in responses	Percentage in total
Significant impact	31	16%	12%
Some impact	80	40%	31%
No impact	87	44%	33%
No answer	63		24%
Total	261		100%

Table 6.13

Do you feel more passionate about your (paid) job or about Debian?

	Count	Percentage in responses	Percentage in total
Debian	94	41%	36%
Neither / equal	105	46%	40%
(Paid) job	30	13%	11%
No answer	32		12%
Total	261		100%

Table 6.14

How would you compare your role in Debian project to your role at work?

	Count	Percentage in responses	Percentage in total
They are different positions / they require different skillsets	152	67%	58%
They are similar positions / they require the same skillset	76	33%	29%
No answer	33		13%
Total	261		100%

Table 6.15

How much pressure do you feel to meet delivery goals and deadlines—in Debian and at work?

	Count	Percentage in responses	Percentage in total
More pressure in Debian / less at work	5	2%	2%
Equal amounts of pressure at work and in Debian	45	20%	17%
More pressure at work / less in Debian	178	78%	68%
No answer	33		13%
Total	261		100%

Table 6.16

For tasks of similar difficulty or interest, how do you feel when you work on a Debian project compared to a work project?

	Count	Percentage in responses	Percentage in total
Happier in Debian	93	42%	36%
The same	111	50%	43%
Happier at work	18	8%	7%
No answer	39		15%
Total	261		100%

DEBIAN DEVS: DO FIRMS TRY TO INFLUENCE THE PROJECT?

Questions pertaining to firm influence were not answered evenly by Developers. A significant proportion of respondents addressed the question of whether their firms

engage with Debian (Table 6.17), with 54 answering positively, and three times as many negatively. When it came to how many times the firm engages, 222 did not answer (Table 6.18).

Table 6.17

Does your firm engage with the Debian project or consider itself a stakeholder in Debian?

	Count	Percentage in responses	Percentage in total
Yes	54	25%	21%
No	162	75%	62%
No answer	45		17%
Total	261		100%

Table 6.18

How often do you think your firm tries to advance its interests in Debian?

	Count	Percentage in responses	Percentage in total
Several times a month	8	21%	3%
Every month	8	21%	3%
1-2 times a year	13	33%	5%
4-5 times a year	7	18%	3%
Never	3	8%	1%
No answer	222		85%
Total	261		100%

Table 6.19

Based on your experience, in which areas does your firm seek to advance its interests in Debian?

	Feature development, bug fixing	Licensing decisions	Specification, technical roadmap	Project governance
Yes	32	2	12	2
No	4	34	24	34
No answer	225	225	225	225
Total	261	261	261	261

DEBIAN DEVS: CONFLICTS AND THEIR AFTERMATH

A majority of developers asserted their firm's interests never conflicted with the project's (Table 6.20), with only 14 answering in the affirmative. Even fewer (11) responded to the question of how they reacted to this conflict, with six

asserting they favoured Debian's interest and two their firm's interest (Table 6.21). Only one Developer said that this type of conflict affected the capacity to work openly on Debian, with 12 disagreeing (Table 6.22).

Table 6.20

Have your firm's interests in Debian ever conflicted with Debian's?

	Count	Percentage in responses	Percentage in total
Yes	14	7%	5%
No	198	93%	76%
No answer	49		19%
Total	261		100%

Table 6.21

How did you react to this conflict situation?

	Count
Followed through on Debian's interests	3
Followed through on Debian's after successfully raising objections	3
Followed through on my firm's interests after unsuccessfully raising objections	2
Maintain forks	1
No resolution	1
Run our own repositories for our needs	1
No answer	250
Total	261

Table 6.22

Do you think this or similar conflict situations affect your capacity to communicate or work openly with other Debian contributors?

	Count	Percentage in responses	Percentage in total
Yes	1	8%	0%
No	12	92%	5%
No answer	248		95%
Total	261		100%

DEBIAN DEVS: IS DEBIAN WORK VALUED IN THE FIRM

A clear majority of Debian Developers (N: 176) who addressed the question of whether coworkers valued the fact they contribute to Debian (Table 6.23), responded affirmatively, with the reasons for this esteem ranging from the practical to the ethical (Table 6.24).

Other reasons provided included Debian's reputation for high quality, being a Debian user, or benefiting from respondents' capacity to provide technology support. Conversely, some respondents commented that their co-workers did not value the fact they contribute to Debian was because these co-workers have limited understanding of Debian, other FOSS projects, and the ethical value of contributing to free and open source software.

Table 6.23

Do you feel that your co-workers value the fact you contribute to Debian?

	Count	Percentage in responses	Percentage in total
Yes	176	83%	67%
No	35	17%	13%
No answer	50		19%
Total	261		100%

Table 6.24

Why do you think your co-workers value the fact you contribute to Debian?

	Because of the ethical value of contributing to free and open source software			
	Yes	No	No answer	Total
Because of the practical (technical or other) value of my contributions	Yes	120	42	162
	No	12	2	14
	No answer			85
	Total	132	44	85

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