

NEW PERSPECTIVES ON THE IMPLICATIONS OF
PEER PRODUCTION FOR SOCIAL CHANGE

PRELIMINARY REPORT ON THE INFLUENCE OF CAPITAL IN AN ETHICAL PROJECT: QUANTITATIVE DATA FROM THE 2016 DEBIAN SURVEY

Where you are: Home · Issues · Issue #10: Peer Production and Work · Preliminary Report on
the influence of capital in an ethical project: Quantitative data from the 2016 Debian Survey

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INTRODUCTION

The benefits of private ownership mainly flow to owners and shareholders in the shape of financial profits, efficient and reliable operations, and the control of a docile workforce. In addition, markets enable transactions to be recorded, and different types of speculation to occur, which engender more profits for owners. The benefits of ethical-modular organisations (EMOs) are socialized: there are no restrictions on who profits. A central characteristic of EMOs is that participants relinquish exclusive property rights over the resource they have created.

The literature on the relationship between EMOs and capitalist firms can be said to fit into four categories (O'Neil, 2015). A 'panoptic' view overlooks the abjuration of exclusive property rights, so that EMOs can be defined as a variant of the evolution of capitalist firms into post-bureaucratic networks (Clegg et al., 2006). 'Skeptics' view this abjuration as irrelevant, and EMOs as increasing worker exploitation (Kreiss et al., 2011). In contrast, 'activists' celebrate the abjuration of exclusive property rights, and present EMOs as key actors in a historical process leading to the disappearance of capitalism and hierarchy (Kostakis & Bauwens, 2014; Meretz, 2012; Merten & Richardson 2001; Rigi, 2013; Siefkes, 2009). Finally 'reformists' suggest that the co-optation of communal labour by firms will benefit business practices and society (Bonacorsi, Giannangeli, & Rossi, 2006; Dahlander & Magnusson, 2005; Demil, Lecoq, & Warnier, 2015).

Mathieu and Zack's aim with this issue of the Journal of Peer Production on work and peer production was practical: they sought case studies documenting, concretely, how self-directed work coexists with waged labour. Mansell & Berdou (2010) suggest that workers being paid by firms to contribute to the commons does not affect the 'cooperative spirit' of projects. Is this always the case? Other questions include: does the autonomy of peer workers cause conflict in firms, and how is it resolved? What strategies do firms adopt to co-opt peer production? Do tensions around property rights emerge? Given Zack's past history with Debian (he was elected Debian Project Leader three years in a row) they decided to investigate this issue in the Debian project. Members of the Debian community were to be asked whether they are contributing as non-waged volunteers or as paid contributors; if the latter, was this on behalf of external firms or of their own independent professional career? At this point Molly de Blanc joined the team. Like Zack, Molly's interest in Debian extended beyond the question of wages and labour to the development of a demographic portrait of Debian contributors.

Debian is a GNU/Linux operating system composed almost entirely of free software, originally released in 1993 by Ian Murdock. The project has grown to the extent that between January and May of 2017, 1,368 individuals contributed to the project (Debian Contributor list, 2017). The Debian Project supports a robust community, across more than 60 countries (Perrier, 2014). The Debian operating system is also used all over the world, as well as in the International Space Station (Bridgewater, 2013). Debian is a remarkable EMO, whose robustness and strict adherence to the principles of free software have made it legendary. It also has a highly developed governance structure: Debian has adopted a Social Contract spelling out the project's goals. Its Constitution defines the process whereby every Developer can launch a petition ('General Resolution') to amend it, as well as procedures governing the yearly election of the Debian Project Leader (DPL). DPLs have no powers of control: their role is one of external representation and of synthesis of new proposals (O'Neil 2009, 2014). As the Debian project offers no formal contracts for development or support, it can be assumed that there are people getting paid to work on or implement Debian by their employers. Indeed it is 'common knowledge' among Debian Developers (a type of status within the project that denotes formal membership and also grants the right to vote on major project-wide decisions), that participation in Debian will result in a contributor being targeted for recruitment by companies, including Google (P., 2014).

SURVEY PRESENTATION, RESPONSE AND DEMOGRAPHIC DATA

In order to investigate the relationship between paid development time and contribution to Debian and the question of how corporate interests influence the direction of the project, we created a survey using the online tool LimeSurvey. Questions focused on motivation for contribution, employer and professional interest in the Debian project, and other professional concerns. Additionally, we gathered demographic information, including age, country of residence, education level, and status within the project. The survey was approved by the University of Canberra Human Research Ethics Committee.

In this Report, we present our full dataset to facilitate further analysis by other researchers. Mahin Raissi produced the tables, cross-tabulations and charts. We offer some preliminary comments below. Our next move will be to interview respondents to clarify some of the issues raised by the survey.

We received 1,479 survey responses, an extraordinarily high response rate. Our first observation is hence that members of the Debian project were highly interested in being studied. Not only did the response rate exceed our expectations: project members also engaged in dialog with one another and with the survey administrators about the survey, as witnessed first-hand by the two administrators who are also Debian contributors. There is strong interest within the community to see the survey results and learn more about how it operates as a project and community. Whilst there are approximately 1,000 Debian Developers, it is estimated that only 300 are currently active in the project, so the response rate of 261 for this category was very high.

Survey participants were overwhelmingly male (95%) and between the ages of 30-50 (73.4%). They are well educated (86.8% have obtained an undergraduate degree, and 42.5% have a Masters degree). 73.4% of respondents are employed, 13.4% are contractors or self-employed, and 4.8% manage their own business. 81.1% describe their work status as 'stable', and 15% as 'unstable'. In addition 47.6% of responding DDs feel as though their experience working with Debian had a meaningful role in gaining employment, whilst the proportion is lesser for other categories. 67.6% of respondents run Debian on their computers at work (73.6% for DDs) and a significant number also contribute to other FOSS projects (78.4% of DDs do so).

FIRM INFLUENCE IN AN ETHICAL PROJECT

941 respondents answered the question 'Are you paid to contribute to Debian?' out of which 172 (18.3%) answered in the affirmative—the definition of 'contribute' in this case was left to the respondent. 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. 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.

This frequency of recognition carries through to Debian Developers (DDs) who are using paid time to contribute to the project. Debian Developers have the capacity to influence the strategic direction of the project, so their attitude towards firm influence in the EMO is of particular interest. 253 DDs addressed the question of being paid to contribute. 93 (36.8%) responded in the affirmative. That said, not many DDs spend a significant amount of their paid time working on Debian (only 3 report spending more than 80% of their work time contributing to Debian; 70 respondents or 79.5% of valid responses report spending 0-20% of their work time contributing to Debian). More than half of the responding DDs (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. Finally, 226 DDs answered the question of whether they have co-workers who are also Debian contributors (with 44.2% responding in the affirmative). 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 (78.8%) said 'yes'. This suggests both 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, but not the second question).

We now present our data: first a general description of contributors, followed by several cross-tabulations and finally we provide the response of a single category of contributors, Debian Developers or DDs.

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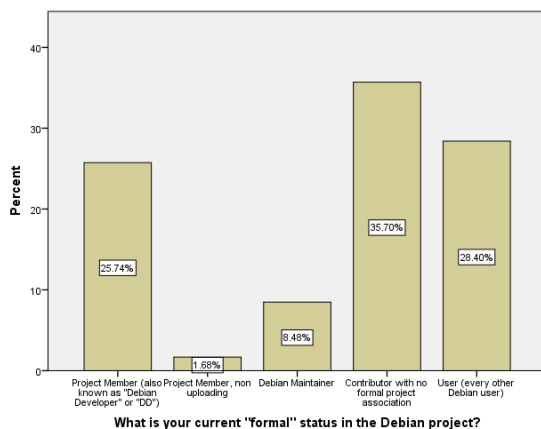
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DESCRIPTIVE ANALYSIS OF THE ENTIRE SAMPLE

What is your current "formal" status in the Debian project?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Project Member (also known as "Debian Developer" or "DD")	261	17.6	25.7	25.7
	Project Member, non-uploading	17	1.1	1.7	27.4
	Debian Maintainer	86	5.8	8.5	35.9
	Contributor with no formal project association	362	24.5	35.7	71.6
	User (every other Debian user)	288	19.5	28.4	100.0
	Total	1014	68.6	100.0	
Missing		465	31.4		
Total		1479	100.0		



[Other] What is your current "formal" status in the Debian project?

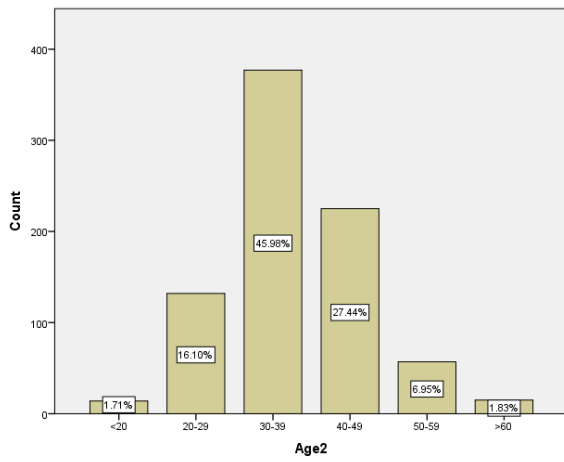
		Frequency
Valid	Contributor with no formal association, in NM queue currently	1
	DD with revoked 1024-bit gpg key.	1
	former Debian Master Maintainer	1
	localisation	1
	Maintainer (no upload rights)	1
	member of pkg-perl, bug report/patches, backports and packaging	1
	Retired	1
	uploader via sponsor, non-DM	1
	upstream developer	1
	user with few bug reports	1
	Total	10
Missing		1469
Total		1479

Gender identity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	17	1.1	2.0	2.0
	male	798	54.0	95.5	97.5
	other	21	1.4	2.5	100.0
	Total	836	56.5	100.0	
Missing		643	43.5		
Total		1479	100.0		

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<20	14	.9	1.7	1.7
	20-29	132	8.9	16.1	17.8
	30-39	377	25.5	46.0	63.8
	40-49	225	15.2	27.4	91.2
	50-59	57	3.9	7.0	98.2
	>60	15	1.0	1.8	100.0
	Total	820	55.4	100.0	
Missing	0	659	44.6		
Total		1479	100.0		



Highest level of education received

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school	24	9.2	9.9	9.9
	Bachelor	61	23.4	25.2	35.1
	Master	103	39.5	42.6	77.7
	Vocational / professional training	8	3.1	3.3	81.0
	Ph.D. / doctorate	40	15.3	16.5	97.5
	Other post-graduate education	6	2.3	2.5	100.0
	Total	242	92.7	100.0	
Missing		19	7.3		
Total		261	100.0		

Are you paid to contribute to Debian?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	172	11.6	18.3	18.3
	No	769	52.0	81.7	100.0
	Total	941	63.6	100.0	
Missing	System	538	36.4		
Total		1479	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	128	8.7	13.7	13.7
	No	808	54.6	86.3	100.0
	Total	936	63.3	100.0	
Missing		543	36.7		
Total		1479	100.0		

Are you studying full-time or part-time?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-time	72	4.9	59.0	59.0
	Part-time	50	3.4	41.0	100.0
	Total	122	8.2	100.0	
Missing		1357	91.8		
Total		1479	100.0		

Which of the following best describes your current work status?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	697	47.1	73.4	73.4
	Contractor / Self-employed / Independent worker	127	8.6	13.4	86.7
	Owner / manager of my company	46	3.1	4.8	91.6
	Unemployed	70	4.7	7.4	98.9
	Retired	10	.7	1.1	100.0
	Total	950	64.2	100.0	
Missing		529	35.8		
Total		1479	100.0		

How stable is your current work condition?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Stable	688	46.5	81.1	81.1
	Unstable	127	8.6	15.0	96.1
	Unknown	33	2.2	3.9	100.0
	Total	848	57.3	100.0	
Missing		631	42.7		
Total		1479	100.0		

Do you run Debian on your work computer?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	569	38.5	67.6	67.6
	No	273	18.5	32.4	100.0
	Total	842	56.9	100.0	
Missing	System	637	43.1		
Total		1479	100.0		

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

	Frequency	Percent	Valid Percent	Cumulative Percent
0-20%	139	9.4	9.4	98.1

21-40%	15	1.0	1.0	99.1
41-60%	4	.3	.3	99.4
61-80%	4	.3	.3	99.7
81-100%	5	.3	.3	100.0
Missing	1312	88.7	88.7	88.7
Total	1479	100.0	100.0	

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	79	5.3	54.5	54.5
	No	66	4.5	45.5	100.0
	Total	145	9.8	100.0	
Missing	System	1334	90.2		
Total		1479	100.0		

Do you have coworkers that are also Debian contributors?

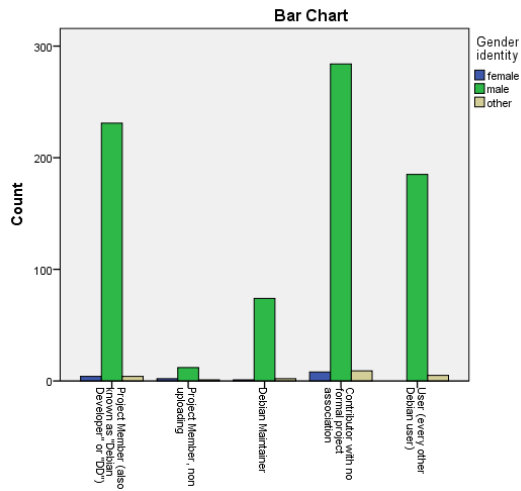
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	246	16.6	34.0	34.0
	No	477	32.3	66.0	100.0
	Total	723	48.9	100.0	
Missing	System	756	51.1		
Total		1479	100.0		

CROSS-TABULATIONS FOR THE ENTIRE SAMPLE

What is your current "formal" status in the Debian project? * Gender identity Cross tabulation

			Gender identity			Total
			female	male	other	
What is your current "formal" status in the Debian project?	Project Member (also known as "Debian Developer" or "DD")	Count	4	231	4	239
		% of Total	0.5%	28.1%	0.5%	29.1%
	Project Member, non-uploading	Count	2	12	1	15
		% of Total	0.2%	1.5%	0.1%	1.8%
	Debian Maintainer	Count	1	74	2	77
		% of Total	0.1%	9.0%	0.2%	9.4%
	Contributor with no formal project association	Count	8	284	9	301
		% of Total	1.0%	34.5%	1.1%	36.6%
	User (every other Debian user)	Count	0	185	5	190
		% of Total	0.0%	22.5%	0.6%	23.1%
Total		Count	15	786	21	822

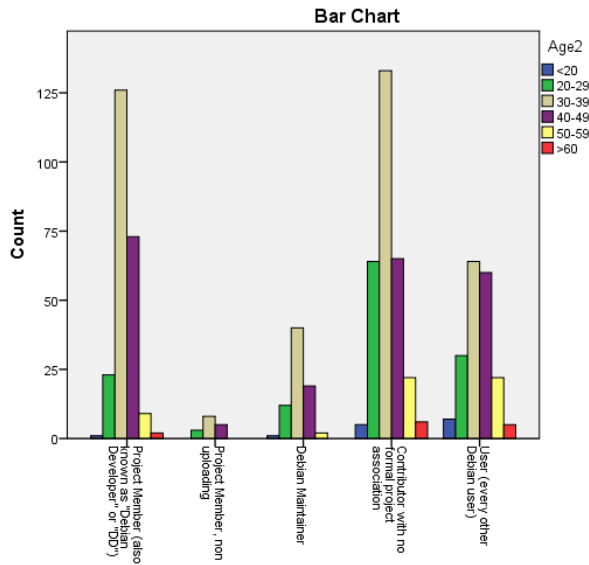
% of Total 1.8% 95.6% 2.6% 100.0%



What is your current "formal" status in the Debian project? * Age Cross tabulation

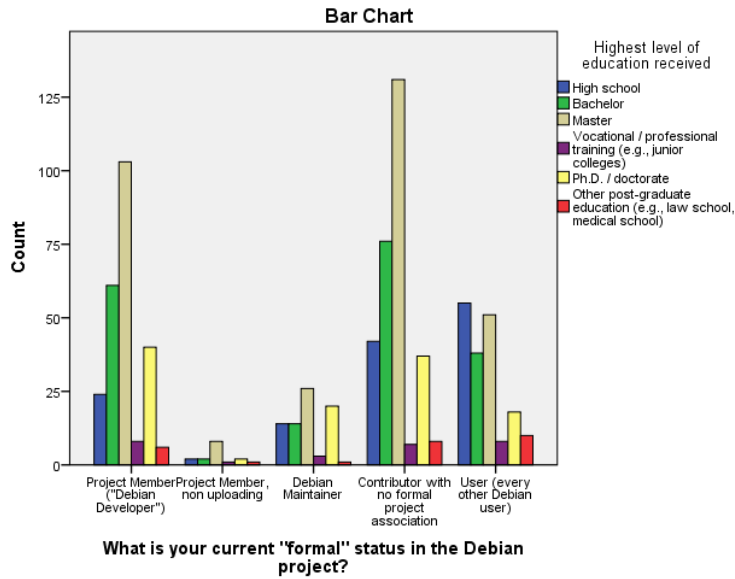
		Age						Total
		<20	20-29	30-39	40-49	50-59	>60	
What is your Project Member current ("Debian "formal" Developer") status in the Debian project?	Count	1	23	126	73	9	2	234
	% within Age	7.1%	17.4%	34.0%	32.9%	16.4%	15.4%	29.0%
	% of Total	0.1%	2.9%	15.6%	9.0%	1.1%	0.2%	29.0%
Project Member, non-uploading	Count	0	3	8	5	0	0	16
	% within Age	0.0%	2.3%	2.2%	2.3%	0.0%	0.0%	2.0%
	% of Total	0.0%	0.4%	1.0%	0.6%	0.0%	0.0%	2.0%
Debian Maintainer	Count	1	12	40	19	2	0	74
	% within Age	7.1%	9.1%	10.8%	8.6%	3.6%	0.0%	9.2%
	% of Total	0.1%	1.5%	5.0%	2.4%	0.2%	0.0%	9.2%
Contributor with no formal project association	Count	5	64	133	65	22	6	295
	% within Age	35.7%	48.5%	35.8%	29.3%	40.0%	46.2%	36.6%
	% of Total	0.6%	7.9%	16.5%	8.1%	2.7%	0.7%	36.6%
User (every other Debian user)	Count	7	30	64	60	22	5	188
	% within Age	50.0%	22.7%	17.3%	27.0%	40.0%	38.5%	23.3%
	% of Total	0.9%	3.7%	7.9%	7.4%	2.7%	0.6%	23.3%
Total	Count	14	132	371	222	55	13	807

% within	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Age							
% of Total	1.7%	16.4%	46.0%	27.5%	6.8%	1.6%	100.0%



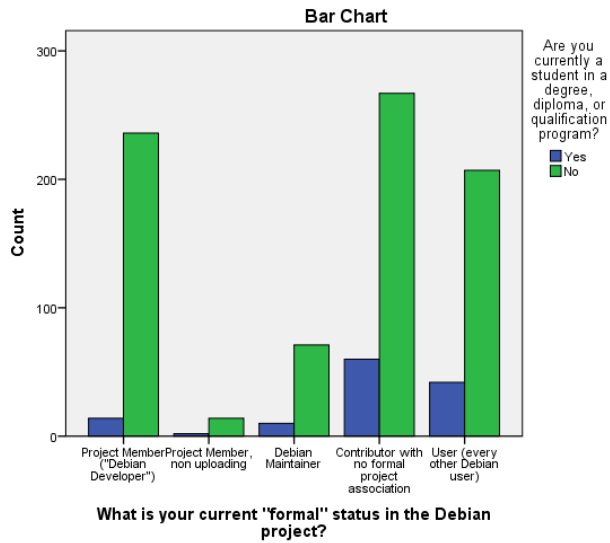
What is your current "formal" status in the Debian project? * Highest level of education received Cross tabulation

			Highest level of education received					Total	
			High school	Bachelor	Master	Vocational/ professional training	Ph.D		Other post-graduate education
What is your current "formal" status in the Debian project?	Project Member ("DD")	Count	24	61	103	8	40	6	242
		% of Total	2.9%	7.5%	12.6%	1.0%	4.9%	0.7%	29.6%
	Project Member, non-uploading	Count	2	2	8	1	2	1	16
		% of Total	0.2%	0.2%	1.0%	0.1%	0.2%	0.1%	2.0%
	Debian Maintainer	Count	14	14	26	3	20	1	78
		% of Total	1.7%	1.7%	3.2%	0.4%	2.4%	0.1%	9.5%
	Contributor with no formal project association	Count	42	76	131	7	37	8	301
		% of Total	5.1%	9.3%	16.0%	0.9%	4.5%	1.0%	36.8%
	User (every other Debian user)	Count	55	38	51	8	18	10	180
		% of Total	6.7%	4.7%	6.2%	1.0%	2.2%	1.2%	22.0%
Total		Count	137	191	319	27	117	26	817
		% of Total	16.8%	23.4%	39.0%	3.3%	14.3%	3.2%	100.0%



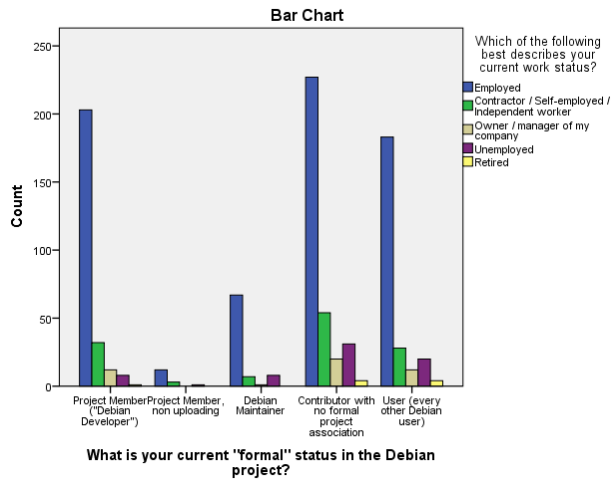
What is your current “formal” status in the Debian project? * Are you currently a student in a degree, diploma, or qualification program? Crosstabulation

		Are you currently a student in a degree, diploma, or qualification program?		Total
		Yes	No	
What is your current “formal” status in the Debian project?	Project Member (“Debian Developer”)	Count 14	236	250
		% of Total 1.5%	25.6%	27.1%
	Project Member, non-uploading	Count 2	14	16
		% of Total 0.2%	1.5%	1.7%
	Debian Maintainer	Count 10	71	81
		% of Total 1.1%	7.7%	8.8%
Contributor with no formal project association	Count 60	267	327	
	% of Total 6.5%	28.9%	35.4%	
User (every other Debian user)	Count 42	207	249	
	% of Total 4.6%	22.4%	27.0%	
Total	Count 128	795	923	
	% of Total 13.9%	86.1%	100.0%	



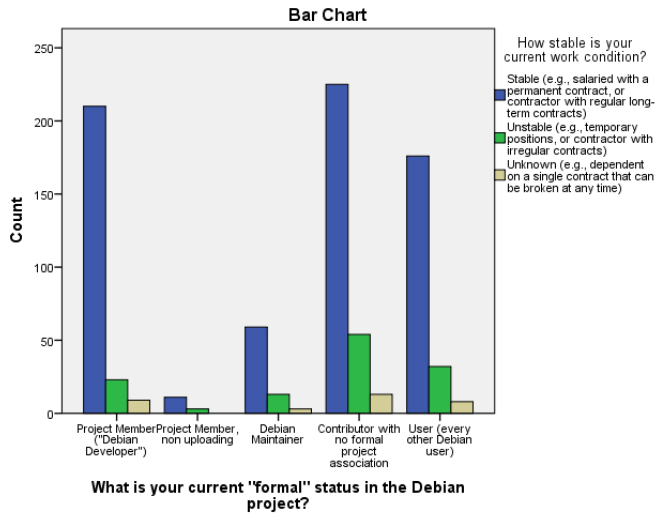
What is your current "formal" status in the Debian project? * Which of the following best describes your current work status? Cross tabulation

What is your current "formal" status in the Debian project?		Count	Which of the following best describes your current work status?					Total
			Employed	Contractor/ Self-employed/ Independent worker	Owner / manager of my company	Unemployed	Retired	
Project Member ("DD")	Count	203	32	12	8	1	256	
	% of Total		21.6%	3.4%	1.3%	0.9%	0.1%	27.3%
Project Member, non-uploading	Count	12	3	0	1	0	16	
	% of Total		1.3%	0.3%	0.0%	0.1%	0.0%	1.7%
Debian Maintainer	Count	67	7	1	8	0	83	
	% of Total		7.1%	0.7%	0.1%	0.9%	0.0%	8.8%
Contributor with no formal project association	Count	227	54	20	31	4	336	
	% of Total		24.2%	5.8%	2.1%	3.3%	0.4%	35.8%
User (every other Debian user)	Count	183	28	12	20	4	247	
	% of Total		19.5%	3.0%	1.3%	2.1%	0.4%	26.3%
Total	Count	692	124	45	68	9	938	
	% of Total		73.8%	13.2%	4.8%	7.2%	1.0%	100.0%



What is your current "formal" status in the Debian project? * How stable is your current work condition?
Cross tabulation

		How stable is your current work condition?			Total	
		Stable	Unstable	Unknown (e.g., dependent on a single contract that can be broken at any time)		
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	210	23	9	242
		% of Total	25.0%	2.7%	1.1%	28.8%
	Project Member, non-uploading	Count	11	3	0	14
		% of Total	1.3%	0.4%	0.0%	1.7%
	Debian Maintainer	Count	59	13	3	75
		% of Total	7.0%	1.5%	0.4%	8.9%
Contributor with no formal project association	Count	225	54	13	292	
	% of Total	26.8%	6.4%	1.5%	34.8%	
	Total					
User (every other Debian user)	Count	176	32	8	216	
	% of Total	21.0%	3.8%	1.0%	25.7%	
	Total					
Total	Count	681	125	33	839	
	% of Total	81.2%	14.9%	3.9%	100.0%	
	Total					



What is your current "formal" status in the Debian project? * Do you run Debian on your work computer? cross tabulation

What is your current "formal" status in the Debian project?		Do you run Debian on your work computer?		Total
		Yes	No	
Project Member ("Debian Developer")	Count	176	63	239
	% of Total	21.1%	7.6%	28.7%
Project Member, non-uploading	Count	8	7	15
	% of Total	1.0%	0.8%	1.8%
Debian Maintainer	Count	52	23	75
	% of Total	6.2%	2.8%	9.0%
Contributor with no formal project association	Count	202	89	291
	% of Total	24.2%	10.7%	34.9%
User (every other Debian user)	Count	125	88	213
	% of Total	15.0%	10.6%	25.6%
Total	Count	563	270	833
	% of Total	67.6%	32.4%	100.0%

What is your current "formal" status in the Debian project? * Does your firm offer technical support for the Debian operating system? Crosstabulation

	Does your firm offer technical support for the Debian operating system?		Total
	Yes, formally through an IT department	Yes, informally through colleagues	

What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	33	58	72	163
			% of Total	6.2%	11.0%	13.6%
	Project Member, non uploading	Count	1	3	3	7
		% of Total	0.2%	0.6%	0.6%	1.3%
	Debian Maintainer	Count	6	20	24	50
		% of Total	1.1%	3.8%	4.5%	9.5%
	Contributor with no formal project association	Count	41	54	94	189
		% of Total	7.8%	10.2%	17.8%	35.7%
	User (every other Debian user)	Count	26	24	70	120
		% of Total	4.9%	4.5%	13.2%	22.7%
Total		Count	107	159	263	529
		% of Total	20.2%	30.1%	49.7%	100.0%

What is your current "formal" status in the Debian project? * Are you paid to contribute to Debian?
Crosstabulation

What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	Are you paid to contribute to Debian?		Total
			Yes	No	
		Count	93	160	253
		% of Total	10.0%	17.2%	27.3%
	Project Member, non uploading	Count	3	13	16
		% of Total	0.3%	1.4%	1.7%
	Debian Maintainer	Count	15	68	83
		% of Total	1.6%	7.3%	8.9%
	Contributor with no formal project association	Count	45	297	342
		% of Total	4.8%	32.0%	36.9%
	User (every other Debian user)	Count	14	220	234
		% of Total	1.5%	23.7%	25.2%
Total		Count	170	758	928
		% of Total	18.3%	81.7%	100.0%

What is your current "formal" status in the Debian project? * How much of your work time is spent contributing to Debian? Crosstabulation

	How much of your work time is spent contributing to Debian?					Total
	0-20%	21-40%	41-60%	61-80%	81-100%	

What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	70	11	2	2	3	88
			% of Total	42.4%	6.7%	1.2%	1.2%	1.8%
Project Member, non uploading	Project Member, non uploading	Count	3	0	0	0	0	3
		% of Total	1.8%	0.0%	0.0%	0.0%	0.0%	1.8%
Debian Maintainer	Debian Maintainer	Count	11	2	1	0	1	15
		% of Total	6.7%	1.2%	0.6%	0.0%	0.6%	9.1%
Contributor with no formal project association	Contributor with no formal project association	Count	41	2	1	1	0	45
		% of Total	24.8%	1.2%	0.6%	0.6%	0.0%	27.3%
User (every other Debian user)	User (every other Debian user)	Count	12	0	0	1	1	14
		% of Total	7.3%	0.0%	0.0%	0.6%	0.6%	8.5%
Total		Count	137	15	4	4	5	165
		% of Total	83.0%	9.1%	2.4%	2.4%	3.0%	100.0%

What is your current "formal" status in the Debian project? * How much of your Debian work is being paid for? Crosstabulation

What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	How much of your Debian work is being paid for?					Total
			0-20%	21-40%	41-60%	61-80%	81-100%	
Project Member, non uploading	Project Member, non uploading	Count	49	18	11	5	4	87
		% of Total	31.0%	11.4%	7.0%	3.2%	2.5%	55.1%
Debian Maintainer	Debian Maintainer	Count	2	0	0	0	1	3
		% of Total	1.3%	0.0%	0.0%	0.0%	0.6%	1.9%
Contributor with no formal project association	Contributor with no formal project association	Count	7	3	0	1	4	15
		% of Total	4.4%	1.9%	0.0%	0.6%	2.5%	9.5%
User (every other Debian user)	User (every other Debian user)	Count	15	5	6	5	9	40
		% of Total	9.5%	3.2%	3.8%	3.2%	5.7%	25.3%
Total		Count	7	1	1	1	3	13
		% of Total	4.4%	0.6%	0.6%	0.6%	1.9%	8.2%
Total		Count	80	27	18	12	21	158
		% of Total	50.6%	17.1%	11.4%	7.6%	13.3%	100.0%

What is your current "formal" status in the Debian project? * Do you publicly acknowledge your

organization (employer, client, etc.) when contributing to Debian on paid time? Crosstabulation

			Do you publicly acknowledge your organization (employer, client, etc.) when contributing to Debian on paid time?		Total
			Yes	No	
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	47	34	81
		% of Total	32.6%	23.6%	56.3%
	Project Member, non uploading	Count	1	2	3
		% of Total	0.7%	1.4%	2.1%
	Debian Maintainer	Count	7	7	14
		% of Total	4.9%	4.9%	9.7%
	Contributor with no formal project association	Count	18	19	37
		% of Total	12.5%	13.2%	25.7%
	User (every other Debian user)	Count	6	3	9
		% of Total	4.2%	2.1%	6.3%
Total		Count	79	65	144
		% of Total	54.9%	45.1%	100.0%

What is your current "formal" status in the Debian project? * Did your involvement in Debian influence obtaining your current job position? Crosstabulation

			Did your involvement in Debian influence obtaining your current job position?		Total
			Yes	No	
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	108	119	227
		% of Total	14.0%	15.4%	29.3%
	Project Member, non uploading	Count	5	10	15
		% of Total	0.6%	1.3%	1.9%
	Debian Maintainer	Count	20	51	71
		% of Total	2.6%	6.6%	9.2%
	Contributor with no formal project association	Count	51	220	271
		% of Total	6.6%	28.4%	35.0%
	User (every other Debian user)	Count	24	166	190
		% of Total	3.1%	21.4%	24.5%

Total	Count	208	566	774
	% of Total	26.9%	73.1%	100.0%

What is your current "formal" status in the Debian project? * Do you feel more passionate about your (paid) job or about Debian? Crosstabulation

		Do you feel more passionate about your (paid) job or about Debian?			Total	
		Debian	(Paid) job	Neither / equal		
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	94	30	105	229
		% of Total	13.2%	4.2%	14.8%	32.3%
	Project Member, non uploading	Count	4	4	6	14
		% of Total	0.6%	0.6%	0.8%	2.0%
	Debian Maintainer	Count	25	12	27	64
		% of Total	3.5%	1.7%	3.8%	9.0%
	Contributor with no formal project association	Count	80	62	108	250
		% of Total	11.3%	8.7%	15.2%	35.2%
	User (every other Debian user)	Count	56	29	68	153
		% of Total	7.9%	4.1%	9.6%	21.5%
Total	Count	259	137	314	710	
	% of Total	36.5%	19.3%	44.2%	100.0%	

What is your current "formal" status in the Debian project? * How would you compare your role in Debian project to your role at work? Crosstabulation

		How would you compare your role in Debian project to your role at work?		Total	
		They are similar positions / they require the same skillset	They are different positions / they require different skillsets		
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	76	152	228
		% of Total	11.5%	22.9%	34.4%
	Project Member, non uploading	Count	5	7	12
		% of Total	0.8%	1.1%	1.8%
	Debian Maintainer	Count	24	42	66
		% of Total	3.6%	6.3%	10.0%

	Contributor with no formal project association	Count	84	163	247
		% of Total	12.7%	24.6%	37.3%
	User (every other Debian user)	Count	37	73	110
		% of Total	5.6%	11.0%	16.6%
Total		Count	226	437	663
		% of Total	34.1%	65.9%	100.0%

What is your current "formal" status in the Debian project? * How much pressure do you feel to meet delivery goals and deadlines — in Debian and at work? Crosstabulation

		How much pressure do you feel to meet delivery goals and deadlines — in Debian and at work?				
			More pressure at work / less in Debian	Equal amounts of pressure at work and in Debian	More pressure in Debian / less at work	Total
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	178	45	5	228
		% of Total	27.3%	6.9%	0.8%	35.0%
	Project Member, non uploading	Count	11	2	0	13
		% of Total	1.7%	0.3%	0.0%	2.0%
	Debian Maintainer	Count	49	14	3	66
	% of Total	7.5%	2.2%	0.5%	10.1%	
	Contributor with no formal project association	Count	211	25	3	239
		% of Total	32.4%	3.8%	0.5%	36.7%
	User (every other Debian user)	Count	91	12	2	105
		% of Total	14.0%	1.8%	0.3%	16.1%
Total		Count	540	98	13	651
		% of Total	82.9%	15.1%	2.0%	100.0%

What is your current "formal" status in the Debian project? * Do you have coworkers that are also Debian contributors? Crosstabulation

		Do you have coworkers that are also Debian contributors?			Total
			Yes	No	
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count	100	126	226
		% of Total	14.0%	17.6%	31.6%

Project Member, non uploading	Count	5	9	14
	% of Total	0.7%	1.3%	2.0%
Debian Maintainer	Count	23	47	70
	% of Total	3.2%	6.6%	9.8%
Contributor with no formal project association	Count	81	177	258
	% of Total	11.3%	24.7%	36.0%
User (every other Debian user)	Count	34	114	148
	% of Total	4.7%	15.9%	20.7%
Total	Count	243	473	716
	% of Total	33.9%	66.1%	100.0%

What is your current "formal" status in the Debian project? * Do you communicate with coworkers about your firm's interests in Debian? Crosstabulation

		Do you communicate with coworkers about your firm's interests in Debian?		Total
		Yes	No	
What is your current "formal" status in the Debian project?	Project Member ("Debian Developer")	Count 41	11	52
		% of Total 42.3%	11.3%	53.6%
	Project Member, non uploading	Count 1	1	2
		% of Total 1.0%	1.0%	2.1%
	Debian Maintainer	Count 6	0	6
		% of Total 6.2%	0.0%	6.2%
	Contributor with no formal project association	Count 20	7	27
		% of Total 20.6%	7.2%	27.8%
	User (every other Debian user)	Count 8	2	10
		% of Total 8.2%	2.1%	10.3%
Total	Count	76	21	97
	% of Total	78.4%	21.6%	100.0%

DESCRIPTIVE ANALYSIS OF THE SAMPLE INCLUDING ONLY DEBIAN DEVELOPERS

This section provides a brief descriptive analysis of the sample including only Debian developers, those respondents who have chosen "Project Member ("Debian Developer")" in response to the question: "What is your current "formal" status in the Debian project?"

Gender identity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	4	1.5	1.7	1.7
	Male	231	88.5	96.7	98.3
	Other	4	1.5	1.7	100.0
Total		239	91.6	100.0	

Missing	22	8.4
Total	261	100.0

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<20	1	.4	.4	.4
	20-29	23	8.8	9.8	10.3
	30-39	126	48.3	53.8	64.1
	40-49	73	28.0	31.2	95.3
	50-59	9	3.4	3.8	99.1
	>60	2	.8	.9	100.0
	Total	234	89.7	100.0	
Missing	0	27	10.3		
Total		261	100.0		

Notes: average age=37.88, min=19, max=65

Highest level of education received

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school	24	9.2	9.9	9.9
	Bachelor	61	23.4	25.2	35.1
	Master	103	39.5	42.6	77.7
	Vocational / professional training	8	3.1	3.3	81.0
	Ph.D.	40	15.3	16.5	97.5
	Other post-graduate education	6	2.3	2.5	100.0
	Total	242	92.7	100.0	
Missing		19	7.3		
Total		261	100.0		

Which of the following best describes your current work status?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	203	77.8	79.3	79.3
	Contractor / Self-employed / Independent worker	32	12.3	12.5	91.8
	Owner / manager of my company	12	4.6	4.7	96.5
	Unemployed	8	3.1	3.1	99.6
	Retired	1	.4	.4	100.0
	Total	256	98.1	100.0	

Missing	5	1.9
Total	261	100.0

How stable is your current work condition?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Stable (e.g., salaried with a permanent contract, or contractor with regular long-term contracts)	210	80.5	86.8	86.8
	Unstable (e.g., temporary positions, or contractor with irregular contracts)	23	8.8	9.5	96.3
	Unknown (e.g., dependent on a single contract that can be broken at any time)	9	3.4	3.7	100.0
	Total	242	92.7	100.0	
Missing		19	7.3		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	14	5.4	5.6	5.6
	No	236	90.4	94.4	100.0
	Total	250	95.8	100.0	
Missing		11	4.2		
Total		261	100.0		

In addition to Debian, are you contributing to other Free/Open Source Software projects?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	185	70.9	78.4	78.4
	No	51	19.5	21.6	100.0
	Total	236	90.4	100.0	
Missing	System	25	9.6		
Total		261	100.0		

Do you run Debian on your work computer?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	176	67.4	73.6	73.6
	No	63	24.1	26.4	100.0
	Total	239	91.6	100.0	
Missing	System	22	8.4		
Total		261	100.0		

Was using Debian on your work computer required by your firm or a personal choice?

Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Required by firm	8	3.1	4.6	4.6
	Personal choice	166	63.6	95.4	100.0
	Total	174	66.7	100.0	
Missing		87	33.3		
Total		261	100.0		

Does your firm offer technical support for the Debian operating system?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, formally through an IT department	33	12.6	20.2	20.2
	Yes, informally through colleagues	58	22.2	35.6	55.8
	No	72	27.6	44.2	100.0
	Total	163	62.5	100.0	
Missing		98	37.5		
Total		261	100.0		

Are you paid to contribute to Debian?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	93	35.6	36.8	36.8
	No	160	61.3	63.2	100.0
	Total	253	96.9	100.0	
Missing	System	8	3.1		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-20%	70	26.8	79.5	79.5
	21-40%	11	4.2	12.5	92.0
	41-60%	2	.8	2.3	94.3
	61-80%	2	.8	2.3	96.6
	81-100%	3	1.1	3.4	100.0
	Total	88	33.7	100.0	
Missing		173	66.3		
Total		261	100.0		

How much of your Debian work is being paid for?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-20%	49	18.8	56.3	56.3
	21-40%	18	6.9	20.7	77.0
	41-60%	11	4.2	12.6	89.7

61-80%	5	1.9	5.7	95.4
81-100%	4	1.5	4.6	100.0
Total	87	33.3	100.0	

Missing	174	66.7		
Total	261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	47	18.0	58.0	58.0
	No	34	13.0	42.0	100.0
	Total	81	31.0	100.0	
Missing	System	180	69.0		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	108	41.4	47.6	47.6
	No	119	45.6	52.4	100.0
	Total	227	87.0	100.0	
Missing	System	34	13.0		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	100	38.3	44.2	44.2
	No	126	48.3	55.8	100.0
	Total	226	86.6	100.0	
Missing	System	35	13.4		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	41	15.7	78.8	78.8
	No	11	4.2	21.2	100.0
	Total	52	19.9	100.0	
Missing	System	209	80.1		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	No impact	87	33.3	43.9	43.9
	Some impact	80	30.7	40.4	84.3
	Significant impact	31	11.9	15.7	100.0
	Total	198	75.9	100.0	
Missing		63	24.1		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Debian	94	36.0	41.0	41.0
	(Paid) job	30	11.5	13.1	54.1
	Neither / equal	105	40.2	45.9	100.0
	Total	229	87.7	100.0	
Missing		32	12.3		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	They are similar positions / they require the same skillset	76	29.1	33.3	33.3
	They are different positions / they require different skillsets	152	58.2	66.7	100.0
	Total	228	87.4	100.0	
Missing		33	12.6		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	More pressure at work/ less in Debian	178	68.2	78.1	78.1
	Equal amounts of pressure at work and in Debian	45	17.2	19.7	97.8
	More pressure in Debian / less at work	5	1.9	2.2	100.0
	Total	228	87.4	100.0	
Missing		33	12.6		
Total		261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Happier in Debian	93	35.6	41.9	41.9

The same	111	42.5	50.0	91.9
Happier at work	18	6.9	8.1	100.0
Total	222	85.1	100.0	
Missing	39	14.9		
Total	261	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	54	20.7	25.0	25.0
	No	162	62.1	75.0	100.0
	Total	216	82.8	100.0	
Missing	System	45	17.2		
Total		261	100.0		

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Archives

- [January 2019](#)
- [November 2017](#)
- [February 2017](#)
- [November 2016](#)
- [June 2015](#)
- [March 2015](#)
- [December 2014](#)
- [July 2014](#)
- [September 2013](#)
- [August 2013](#)
- [December 2012](#)
- [June 2012](#)
- [June 2011](#)

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- [News](#)
- [Open Call](#)

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