

# Open source legal: business as usual

malcolm bain

lawyer

Regular Girona GIS Conf speaker

~~groupie~~

Open Source is no longer a special case

But “a” or “the” mainstream software development model

1997: Eric S. Raymond wrote *The Cathedral and the Bazaar*

- *Release early. Release often. And listen to your customers*
- *Given enough eyeballs, all bugs are shallow." I dub this: ``Linus's Law''.*

- Chris diBona, et al. Open Sources: Voices from the Open Source Revolution (1999)
- Glyn Moody. Rebel Code: Linux and the Open Source Revolution (2001)
- Martin Fink. Business and Economics of Linux and Open Source (2002)
- Chris diBona, et.al. Open Sources 2.0: The Continuing Evolution (2005)

# Even **The Economist** writes about it

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**Open-source software**

## Venture communism

Jun 10th 1999, 0:00 | From the print edition

APHacking to work TIRELESS technology investors will soon have a new seam to mine. distributor of the popular Linux operating system, filed its initial public offering on June

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**Open source**

## Beyond capitalism?

**The open-source model can be applied to goods other than software, but it has its limits**

Jun 10th 2004 | From the print edition |  Timekeeper |  f

THAT "open source" is a good way to make software is beyond question. For those unfamiliar with the term, the open-source model allows many people to collaborate on the

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**Open-source software**

## Untangling code

**Much conventional wisdom about programs written by volunteers is wrong**

Jan 13th 2011 | From the print edition |  Timekeeper |  f

**The Comingled Code: Open Source and Economic Development.** By Josh Lerner and Mark Schankerman. MIT Press; 264 pages; \$35 and £25.95. Buy from [Amazon.com](http://Amazon.com), [Amazon.co.uk](http://Amazon.co.uk)

# The economist 2004

## **“A force for good”**

“Is open source really a new post-capitalist economic model?” In fact, open source might be said to be parasitic upon capitalism. IBM, for example, pays an army of programmers to work on Linux, both for the greater good and as a competitive ploy against Microsoft. And many people who contribute to open-source projects do so with the approval of (and using the resources of) their employers, be they universities or firms. Ultimately the open-source approach may prove to be symbiotic with capitalism. Computing firms including Novell, Sun and Apple are adopting hybrid models in which they “open source” (yes, it is a verb) some bits of some of their products.”

Most if not all companies and governments are doing it

They not just end-users of FOSS, either on the desktop or on the server, but also intensively use Open Source in their software development projects - or have to make their software compliant with open source stacks

[Platform Policies](#)[Supplemental Materials](#)**Open Source** >[Documentation & Code L...](#)

## Open Source

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### Introduction

Facebook has been developed from the ground up using open source software. Developers building with Platform scale their own applications using many of the same infrastructure technologies that power Facebook.

Want to learn more? Check out [Engineering at Facebook](#).

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### Platform

Our Platform engineering team has released and maintains open source SDKs for **Android**, **iOS**, **JavaScript** and **PHP**.



[Home](#)

# Open Source

## Introduction

Twitter is built on open source software, from the back-end to the front-end. Twitter engineers [use](#), contribute to and [release](#) a lot of open source software. We of the Twitter Open Source Program Office support a variety of open source [organizations](#) and are grateful to the open source community for their contributions, and want to maintain our healthy, reciprocal relationship.

If you have questions or problems, please tweet us at [@twitteross](#). For media inquiries, please go [here](#).

## Development

If you're interested in the projects we have released, check out our official [organization](#) on GitHub.

If you want to stay up to date, please follow our official twitter account.

Follow [@twitteross](#)

29.5K followers

Like what we do? Then consider [finding a job](#) you're passionate about and come [@JoinTheFlock!](#)

## Code and Documentation Licensing

The majority of open source software exclusively developed by Twitter is licensed under the liberal terms of the [Apache License, Version 2.0](#). The documentation is generally available under the [Creative Commons Attribution 3.0 Unported License](#). In the end, you are free to use, modify and distribute any documentation, source code or examples within our open source projects as long as you adhere to the licensing conditions present within the projects.



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US Edition

CNET > Tech Culture > Gartner: 85 percent of enterprises using open source

# Gartner: 85 percent of enterprises using open source

Gartner is worried about the 69 percent of enterprises who are adopting open source without its formal involvement.

Tech Culture

November 17, 2008

5:29 AM PST

by *Matt Asay*

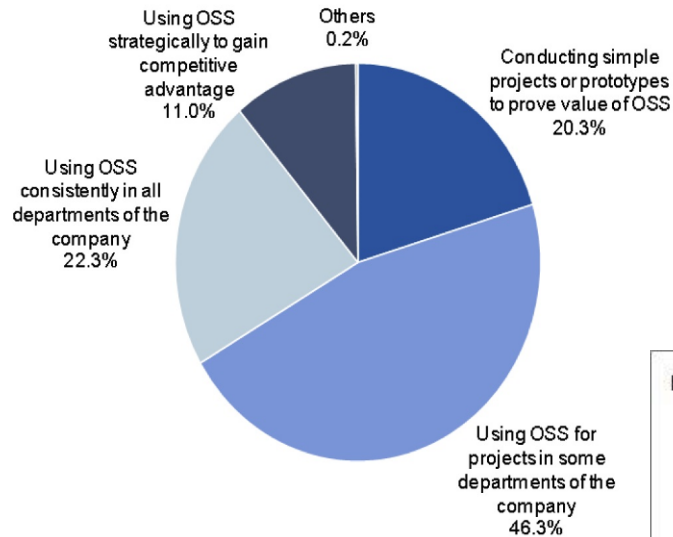


Admit it. When you read that headline - "Gartner: 85 percent of enterprises using open source" - you assumed that was a good thing, right? Who's afraid of enterprises saving a lot of money and getting much more flexible IT for their IT budgets?

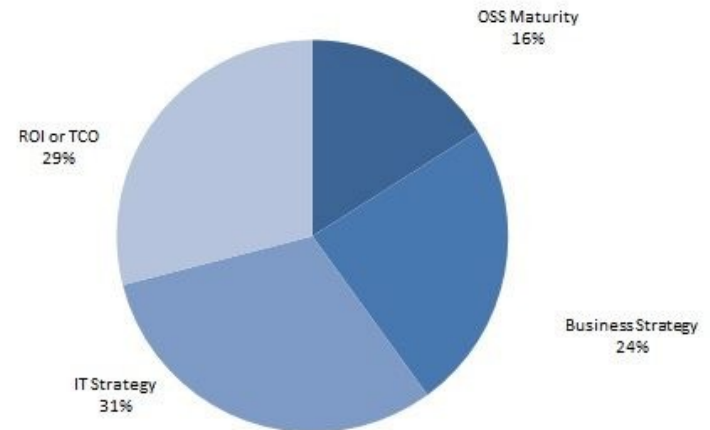
Gartner, apparently. According to Gartner, that widespread adoption is cause for alarm, **as Glyn Moody rightly notes (and pillories)**. Somehow, Gartner assumes that if 85 percent are using open source and 69 percent don't have a formal open-source management team, the world is going to end.

As Moody notes, however, IT organizations have virtually *nothing* to worry about when adopting open source:

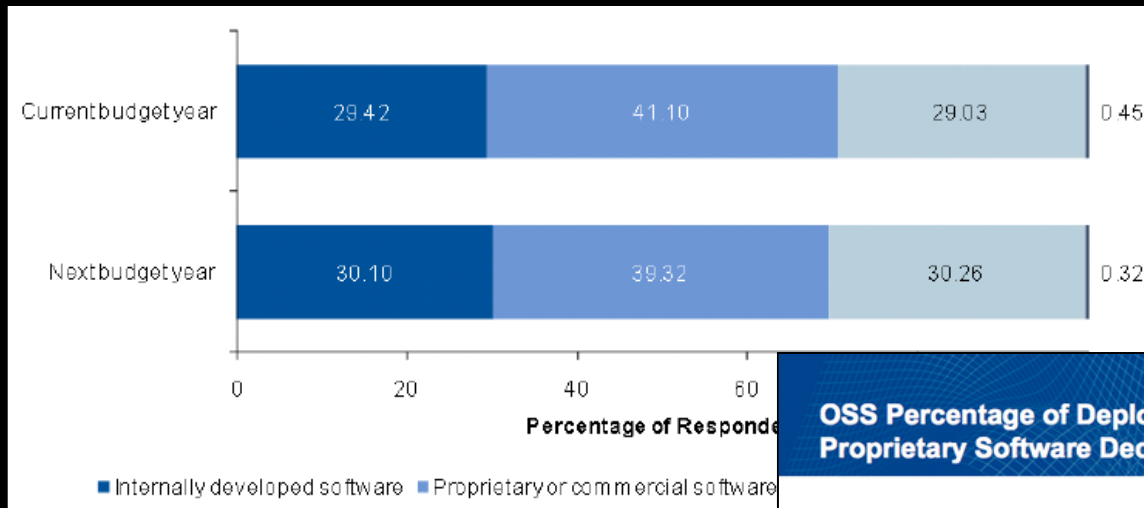
# Gartner on FOSS use - 2011



Primary Reasons for Using OSS

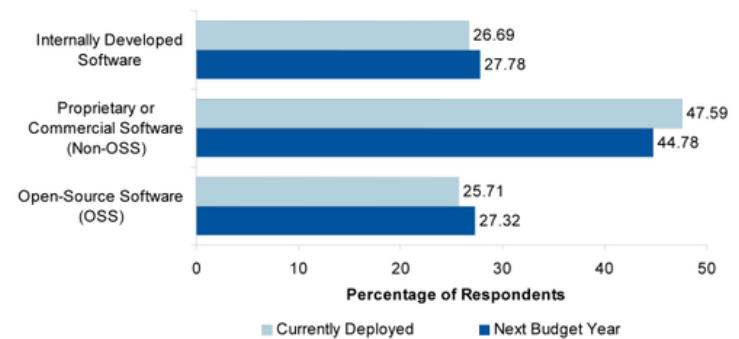


# Gartner on enterprise software deployment



## OSS Percentage of Deployed Software Grows, While Proprietary Software Declines

**Survey Question: What percentage of your organization's currently deployed software (applications and infrastructure) is/will be classified into each of the following categories?**



Number of respondents = 262, Mean



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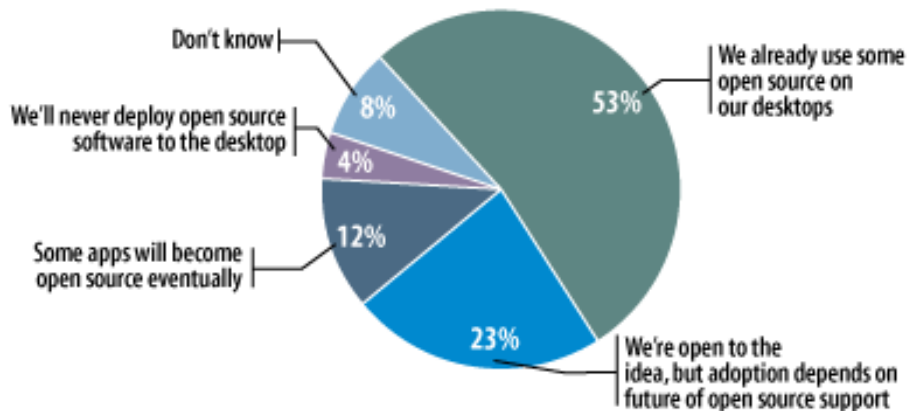
Gartner.

# Gartner's gone "bimodal"

## Implication – IT moves to a bimodal organization

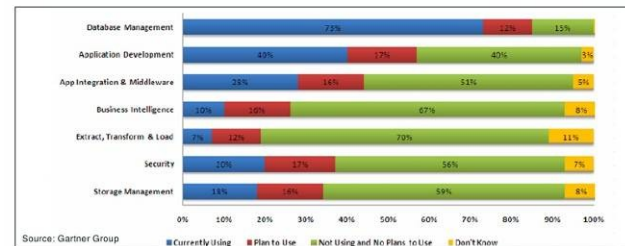
	Mode 1		Mode 2	
	Reliability	<b>Goal</b>	Agility	
	Price for performance	<b>Value</b>	Revenue, brand, customer experience	
<b>Think Marathon Runner</b>	Waterfall, V-Model, high-ceremony IID	<b>Approach</b>	Agile, kanban, low ceremony IID	<b>Think Sprinter</b>
	Plan-driven, approval-based	<b>Governance</b>	Empirical, continuous, process-based	
	Enterprise suppliers, long-term deals	<b>Sourcing</b>	Small, new vendors, short-term deals	
	Good at conventional process, projects	<b>Talent</b>	Good at new and uncertain projects	
	IT-centric, removed from customer	<b>Culture</b>	Business-centric, close to customer	
	Long (months)	<b>Cycle Times</b>	Short (days, weeks)	

## WHAT'S YOUR VIEW ON OPEN SOURCE SOFTWARE FOR ENTERPRISE DESKTOPS?



Data: *InformationWeek Analytics* State of Open Source Survey of 357 business technology professionals using open source software

## Open Source Database Adoption is Accelerating

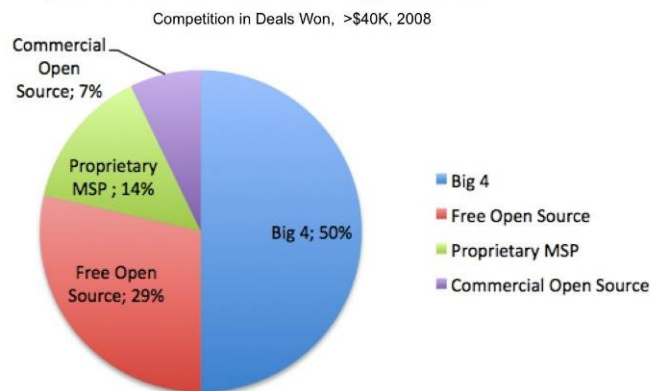


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Red Hat Summit 2009 | Ed Boyajian



## Big 4 Competition Dominates Larger Deals



- Big 4 (2/3 HP OpenView, 1/3 Tivoli) main competition
- Upgrading from Free Open Source (Nagios, Ganglia) next largest
- OpsView (Nagios-based, UK) only Commercial Open Source competition seen
- Zenoss & Hyperic not seen in larger deals

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CIO JOURNAL.

# Open Source 'Eating' Software World: Samsung

By RACHAEL KING

May 5, 2014 5:51 pm ET

0 COMMENTS

San Francisco, Calif. — [Samsung Electronics Ltd.](#) is aiming for more of a leadership role in various open source projects partially because so many of its products – from refrigerators to mobile devices—now depend on open source software.

“Today you can’t build a product without using open source software,” said Ibrahim Haddad, head of the open source innovation group at Samsung Research America, a subsidiary of Samsung Electronics. Open source software has become so pervasive that it’s “eating” the software world, he said, [tweaking a popular Silicon Valley maxim](#). Mr. Haddad spoke Monday at the Open Business Conference in San Francisco.

Samsung is going through a shift where there’s more emphasis on software innovation and open source software is a faster path to innovation, said Mr. Haddad. Samsung needs

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**Deloitte.**

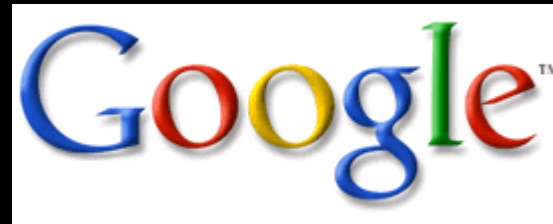
Business-led, Technology-enabled: Insight written and compiled by Deloitte

## Stability, Agility: Finding IT's 'Right Speed'

Bridging the gap between traditional delivery models that work well for enterprise operations and models that work well for high-speed innovation can be difficult. A growing number of CIOs are tailoring their approaches—striking a balance between stability and agility in IT.

Please note: The Wall Street Journal News Department was not involved in the creation of the content above.

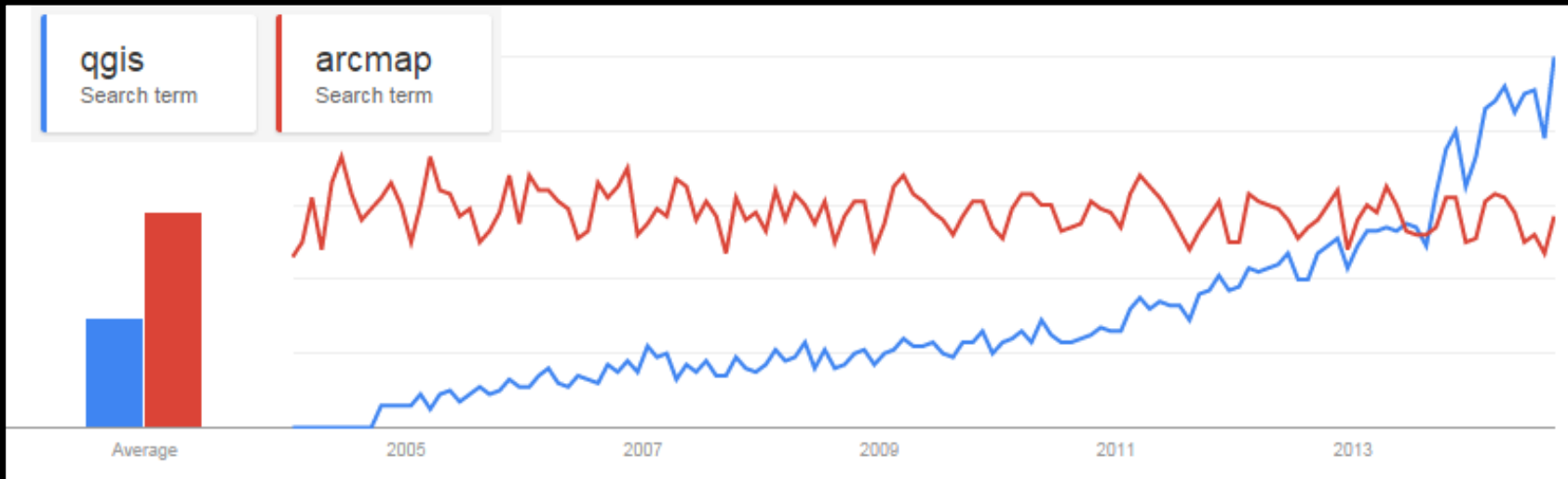
“Today you can’t build a product without using open source software,” said Ibrahim Haddad, head of the open source innovation group at Samsung Research America, a subsidiary of Samsung Electronics.





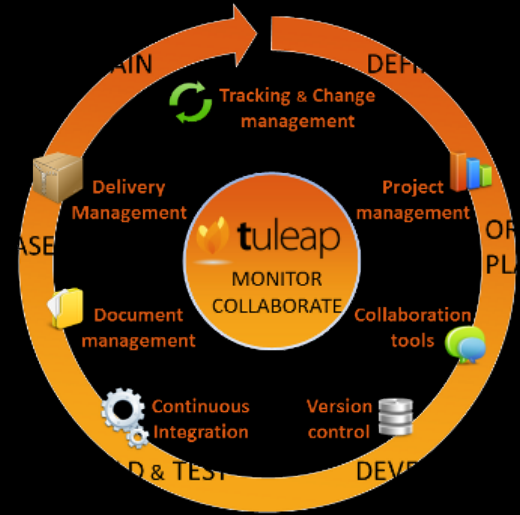
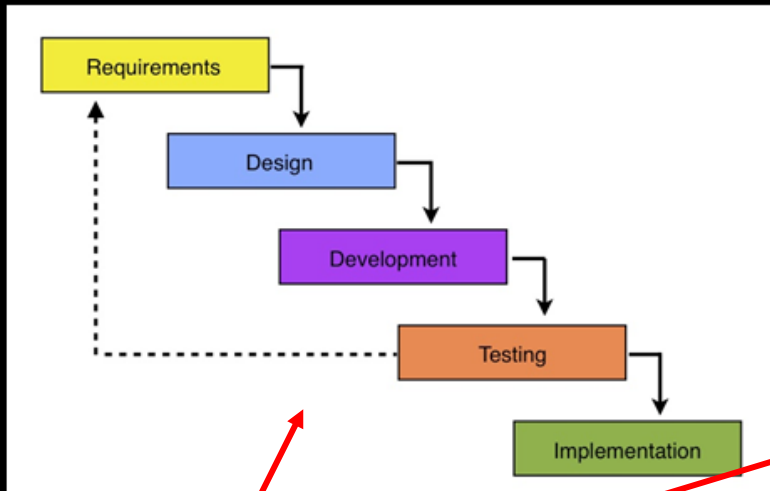
# MOST IMPORTANT!

## Google Searches 2014

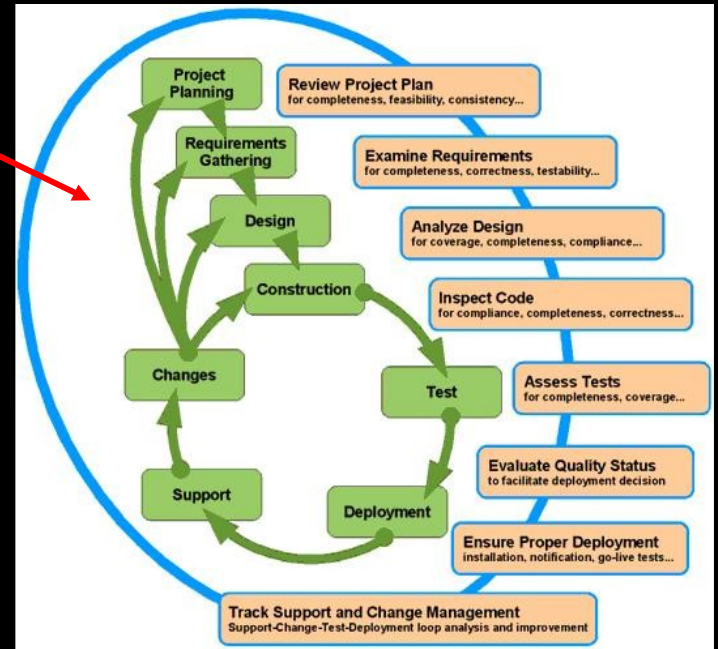


<http://bigwaterconsulting.net/commercial-open-source-gis-comparison-report/>

Management of the **legal issues** of open source can no longer be seen as a special case either, but fully integrated into the software development, testing and release cycle



License review???



- You thought licenses were complex?
- We've taken the legal aspects of FOSS to the “**next level**”
- Open source Legal tools!





I accept

A number of tools have been set up to support this legal management, and aid compliance with FOSS licensing obligations

Anyone developing FOSS should be aware of and become proficient in these

- Fossology, SPDX, the BAT, OpenChain, License choosers and License calculators, ...

[Home](#) > [Programs](#) > [Legal Programs](#) > [Open Compliance](#) > [Compliance Tools](#)

## Compliance Tools

### Introduction

This page highlights compliance tools developed by or sponsored by The Linux Foundation and encourages community involvement in the tools' evolution. The tools developed by The Linux Foundation that are described below are licensed under the MIT license. A copy of the license is included as part of the source code package.

Secondarily, this page will list other open source tools of value to the compliance process and commercial tools that may be of interest. If your company or organization has a tool you would like listed, please contact the Open Compliance Program at [compliance@linuxfoundation.org](mailto:compliance@linuxfoundation.org).



### FOSS Bar Code Tracker

The FOSS Bar Code Tracker, available under the MIT license, simplifies the way FOSS components are tracked and reported in a commercial product. The tool allows companies to easily generate a custom QR code for each product containing FOSS. The QR code contains important information on the FOSS stack contained in a product, such as component names, version numbers, license information and links to download the source code, among other details.

Access source code via git: <http://git.linuxfoundation.org/foss-barcode.git>

Subscribe to the mailing list: <http://lists.linuxfoundation.org/mailman/listinfo/foss-barcode>

File bugs or feature requests via bugzilla: <http://bugs.linuxfoundation.org>

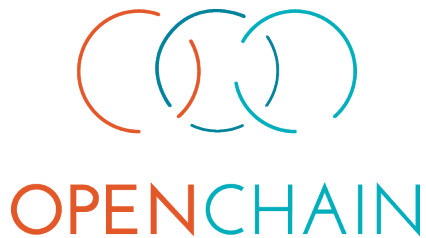




# LF listed tools

- **Linux Foundation tools**

- FOSS Bar Code Tracker: custom QR code for each product containing FOSS
- Dependency Checker Too: identifying code combinations at the dynamic and static link level
- Code Janitor Tool: linguistic review
- SPDX: tagging software packages
- OpenChain: guidelines for compliance programs.



# Other great tools

- **Binary Analysis Tool**
  - Analyses binaries (mainly Linux, but other stuff) to identify code snippets leading to licensing information
- **FOSSology**
  - Software source code scanner - license and copyright discovery
- **SPDX**
  - standardize their bills of material to ease the discovery and labeling of open source components

# binaryanalysis

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The Binary Analysis Tool (BAT) makes it easier and cheaper to look inside binary code, find compliance issues, and reduce uncertainty when deploying Free and Open Source Software. It is a modular framework that assists compliance and due diligence activities by using the same type of approach applied by copyright holders to discover issues in consumer electronics. BAT is available for free under the Apache license so that everyone can use, study, share and improve it.

BAT can open more than 30 types of compressed files, file systems and media files, search for Linux kernel and BusyBox issues, identify dynamically linked libraries and scan arbitrary ELF, Android Dalvik and Java class files using a database with information extracted from source code to find out what software is inside.

Version 25 of the tool was released on March 29 2016.

- [Learn more about the Binary Analysis Tool](#)
- [Learn more about the people behind the tool](#)
- [See a video of the tool in action](#)
- [Download the tool](#)
- [Read the documentation](#)
- [Get involved](#)
- [Got questions?](#)

The Binary Analysis Tool was created by [Tjaldur Software Governance Solutions](#) and [Opendawn](#). It is currently maintained and further developed by [Tjaldur Software Governance Solutions](#). Initial development was sponsored by [NLnet Foundation](#), and further development has been sponsored by [Linux Foundation](#). Development of security analysis features has been made possible through a joint grant from NLnet foundation and the programme "veilig door innovatie" from [NCTV](#).

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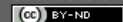
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FOSSology - Overview - FO... x +

www.fossology.org/projects/fossology

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# FOSSology

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## Overview

Advancing open source license compliance

FOSSology is an open source license compliance software system and toolkit. As a toolkit you can run license, copyright and export control scans from the command line. As a system, a database and web ui are provided to give you a compliance workflow. In one click you can generate an SPDX file, or a ReadMe with the copyrights notices from your software. FOSSology deduplication means that you can scan an entire distro, submit a new version, and only the changed files will get rescanned. This is a big time saver for large projects.

[Click here to see who uses FOSSology](#)

FOSSology does not give legal advice.

Please see the [Contact Us](#) page to subscribe to our mailing lists and/or join our irc channel. If you register you can also use the Forum on [fossology.org](#).

Our source repository, developer documentation and issue tracker are on <https://github.com/fossology/fossology>

Want to try out FOSSology? Try our demo server:  
<http://52.26.97.143/repo/>  
(user: testuser, password: test, this is a user w/o admin rights)

Another demo server is hosted by the University of Nebraska - Omaha:  
<https://fossology.ist.unomaha.edu/>

The latest release can be found here:  
<https://github.com/fossology/fossology/releases>

An archive of packages for download are available from <http://www.fossology.org/releases/>. You can also find a source tarball there. Want to try our nightly build packages? See <http://www.fossology.org/nightlybuild/>

Confused about where to start on our website? Need download instructions or screenshots? [Start here.](#)

- [Homepage: fossology.org](#)

### Members

Manager: Bob Gobeille, Michael C. Jaeger, Oliver Fendt, Paul Guttmann  
Developer: Andreas Würfl, Bob Gobeille, Bruno Cornec, Dan Stangel, Daniele Fognini, Dong Ma, Gervase Markham, Johannes Najjar, Liang Cao, Paul Guttmann, Raino Lintulampi, Silvano Cirujano Cuesta, Steffen Weber  
Reporter: Alexander Kanevskiy, Andreas Würfl, Brett Woodvine, Bruno Cornec, Bryan Sutula, Cat X, Dan Stangel, Daniele Fognini, Deborah Frye, Erik de Castro Lopo, Gabriel Carrillo, Gervase Markham, Glen Foster, Henri T., Huy-Nam Doan, Jean-Christophe Detay, jeff chou, Jia Jun Wong, Johannes Najjar, jonas arndt, Joshua Mahaz, Kelly Plummer, Kevin Lo, Klaus Gmeinwieser, Kotrappa Devershetty, Liang Cao, Luis Rosado, Luis Villa, Lukáš Fečka, Mahima Agarwal, Martin Hamant, Mary (Laser) Prouty, Michael C. Jaeger, Mike Dolan, Paul Holland, Ravi Kumar, Richard Corfield, Scott Jameson, Scott Lamons, Shaheem Azmal M MD, Stacey Johnson, Steffen Weber, Valerie Duncan, xinye cui, yoonsoo kim  
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### Latest news

**DEB5 and SPDX Tag-Value**  
*On the way to release 3.1, the master has been updated with DEB5 and SPDX Tag-Value generation*  
Added by Michael C. Jaeger 6 months ago

**FOSSology 3.0.0**  
*FOSSology 3.0.0 has been tagged and released. It involves many new features.*  
Added by Michael C. Jaeger 6 months ago

[Who Uses FOSSology?](#)



The Software Package Data Exchange® (SPDX®) specification is a standard format for communicating the components, licenses and copyrights associated with a software package.



## Announcing the SPDX Report Program

The objective of the SPDX Report program is to create a repository of articles to capture and share community knowledge about anything and everything SPDX. Submit something today!

# Reports

A community initiative

### News

From the SPDX Workgroup

#### Version 2.2 of the License List Released

Submitted by Jack on October 26th, 2015

#### SPDX License List: The year in review

by Jilayne Lovejoy, Legal team Co-Chair

Version 2.2 of the SPDX License List is now available and it seemed like a good opportunity to

### The SPDX Specification

Download the current version

#### SPDX Version 2.0

This is the current version of the specification

[more versions...](#)

### SPDX Tools

Implement SPDX in your organization



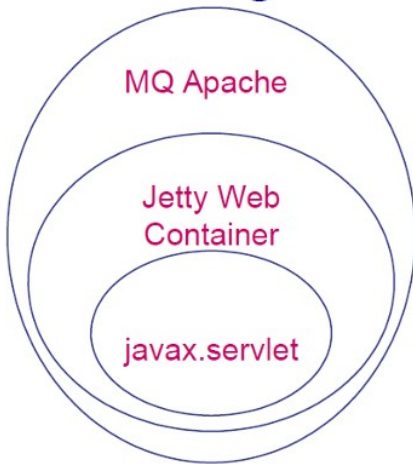
Protecode is an innovative provider of software compliance and vulnerability management systems, and an active member of the Linux Foundation's

### Events

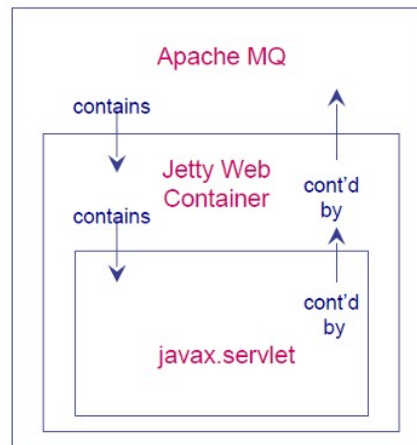
# SPDX

- What is the SPDX Specification?
  - The SPDX Specification enables suppliers and consumers of software that contains open source code to provide a "**bill of materials**" that describes the open source licenses and components that are included. The specification defines a common file format to communicate this information.
- Who do you expect to use the SPDX Specification?
  - The specification is designed for use by participants in the software supply chain. Some potential use cases for the spec:
    - Developers of open source projects could provide an SPDX file to users of that project
    - Linux distros could require upstream projects that are included in the distro to provide an SPDX file
    - Developers of software that includes a Linux distro or open source project could provide an SPDX file to their users or customers
    - In the mobile industry, chipset providers, mobile providers and carriers could exchange SPDX files as software moves through the supply chain

## Package



## SPDX Doc



## The SPDX License List

### SPDX® license repo

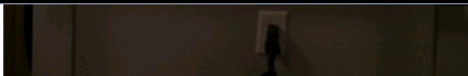
License Identifier	Recognized Exceptions	Full name of License
AGPL-3.0		GNU Affero General Public License 3.0
AGPL-3.0		(GNU) Affero General Public License v3
APL		Adaptive Public License
ASL-2.0		Apache License 2.0
APSL-2.0		Apple Public Source License 2.0
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CC-BY-NC-SA-2.0		Creative Commons Attribution Non-Commercial Share Alike 2.0

- List of most common licenses (300+)
- Include common exceptions
- Standardized license names
- Exact text of licenses
- Available on SPDX® website – URLs won't change
- License Matching Guidelines used for the purposes of matching licenses against those included on the SPDX License List
- License Templates
  - denote license text which is optional or replaceable per the license matching guidelines









## Commercially Available Tools



Protecode is an innovative provider of software compliance and vulnerability management systems, and an active member of the Linux Foundation's Software Package Data Exchange (SPDX) group..



The Source Auditor Scanning Tool scans source code for open source code snippet matches, license matches, and copyright text matches.

### WIND RIVER

A free service that generates an SPDX file from your uploaded software package.



A comprehensive, automated approach to open source governance and compliance, helping organizations maximize the benefits of open source.

## Community-Maintained Tools

### TripleCheck Reporter

Straight-forward free tool to create SPDX reports right from your desktop.

### Yocto+SPDX

The Yocto+SPDX project is built to integrated SPDX generation into the Yocto build process.

### FOSSology+SPDX

The FOSSology+SPDX project is built using the FOSSology project. The goals are integrating the FOSSology output with the SPDX standard. Existing modules include creating an SPDX file in TAG format, licenses/copyrights information in NOTICE format. The project was created and is hosted at the University of Nebraska at Omaha. FOSSology+SPDX is licensed under Apache License 2.0 (Apache-2.0).

# IDEs and other

- Maven License Plugin
- Eclipse Copyright Tool, Copyright Wizard
- Gradle reports
- <http://choosealicense.com/>  
<https://github.com/blog/1530-choosing-an-open-source-license>
- CENATIC license calculator

## Licenses

**Unknown:** backend-services

**LGPL 2.1:** Javassist

**New BSD License:** Hamcrest Core

**Common Public License Version 1.0:** JUnit

## Dependency File Details

Filename	Size	Entries	Classes	Packages	Java Version	Debug Information
javassist-3.12.0.GA.jar	633.3 kB	384	360	17	1.4	Yes
junit-4.11.jar	245 kB	266	233	28	1.5	Yes
hamcrest-core-1.3.jar	45 kB	52	45	3	1.5	Yes
Total	Size	Entries	Classes	Packages	Java Version	Debug Information
3	923.4 kB	702	638	48	1.5	3
test: 2	test: 290.1 kB	test: 318	test: 278	test: 31	-	test: 2
provided: 1	provided: 633.3 kB	provided: 384	provided: 360	provided: 17	-	provided: 1

## Dependency Repository Locations

Repo ID	URL	Release	Snapshot
snapshots	<a href="http://dorian2.lt.lg/artifactory/libs-snapshot">http://dorian2.lt.lg/artifactory/libs-snapshot</a> 	Yes	Yes
central	<a href="https://repo.maven.apache.org/maven2">https://repo.maven.apache.org/maven2</a> 	Yes	No

Repository locations for each of the Dependencies.

Artifact	snapshots	central
javassist:javassist:jar:3.12.0.GA	 	 
junit:junit:jar:4.11	 	 



Comunidad de Aspectos Legales del Software Libre

Inicio > Calculador de licencias

## Calculador de licencias

El "calculador de licencias" ofrece un sistema rápido y surgen a menudo en proyectos de software basado e

- **Selector de componentes:** Si mi proyecto se licen en una lista de las más usadas), ¿qué licencias - si (teniendo en cuenta que los componentes pueden i la lista de licencias admitidas (compatibles) para p
- **Selector de licencia de proyecto:** Si tengo una se el tipo de enlace - dinámico o estático - con el aplic mi proyecto/aplicativo? Es decir, ¿qué licencia "de pr

El sistema no es exhaustivo y se presenta a efectos ir consensuada) de compatibilidad de licencias que se mismos podréis adaptar o comentar estas tablas seg de fuentes abiertas, para poder resolver estas dos pr

Es evidente que este sistema de "calculador de licenc sus propios asesores para cada caso o proyecto en c

1. Selector de componentes 2. Sele

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Comunidad de Aspectos Legales del Software Libre

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## Selector de licencias

En esta página, el calculador de licencia en modo "selector de licencia" intenta darles pistas para responder a la pregunta: "Si tengo una serie de componentes bajo licencias de software de fuentes abiertas (a elegir de una lista, indicando el tipo de enlace - dinámico o estático - del componente con el aplicativo como un todo), ¿qué licencia/s puedo utilizar para la distribución de mi proyecto/aplicativo (como un todo)?" Es decir, ¿qué licencia "de proyecto" es compatible con las licencias sobre todos estos componentes?

Elige de las dos listas más abajo las licencias correspondientes a los componentes tu proyecto (según el tipo de enlace: estático/dinámico). El calculador de licencia te ofrecerá un listado de candidatos para la licencia del proyecto, compatibles con los componentes. Si ninguna licencia aparece, será porque hay incompatibilidades entre las licencias sobre componentes. En una versión futura del sistema, éste intentará indicar cuáles son las licencias incompatibles (entre ellas).

Selecciona licencias sobre componentes

Estáticas

- MIT
- BSD4
- BSD3
- ASL1
- ASL2
- Artistic2
- LGPL2.1
- LGPL2.1+
- LGPL3+
- MPL
- CDDL
- CPLEPL
- EUPL
- GPL2
- GPL2+
- GPL3
- AGPL3

Seleccione estáticas.

Calcular Reiniciar

(Nota: la forma de integración indicada en el selector, genérica para distinguir entre software modificado/co



Comunidad de Aspectos Legales del Software Libre

Inicio > Calculador de licencias > Selector de licencias

## Selector de licencias

Licencias estáticas seleccionadas

- BSD3
- Artistic2
- LGPL3+

Licencias dinámicas seleccionadas

- BSD3

Licencias compatibles

- LGPL3+
- GPL2+
- GPL3
- AGPL3

Atrás

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COMUNIDAD LEGAL

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Email. comunidadlegal[at]cenatic.es

Longitud: -6.24  
Latitud: 38.40

# Tools... and processes!

- Create a FOSS Policy
- Read OpenChain
- Use Contributor policy
- Publish checklists, Data Sheets for Developers
- Review sensitive areas
  - App development compliance
  - Supply chain management



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WATCH: @Wendy\_Cartee of @PLUMgrid says the company felt blessed to leverage "The Linux Foundation's expertise." [bit.ly/1WcWXn3](https://bit.ly/1WcWXn3)



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## The 2016 Open Source Jobs Report: Companies Hungry for Professional Open Source Talent

By Linux\_Foundation - May 5, 2016 - 1:00pm

*Fifth annual report expands scope beyond Linux to examine what motivates open source professionals and how companies are attracting and retaining this in demand talent*

**NEW YORK and SAN FRANCISCO, May 5, 2016** – Recruiting open source talent is a top priority for hiring managers focused on recruiting technology talent, and recruiters are increasingly looking for more professional training credentials from their candidates. According to the 2016 Open Source Jobs Report released today, 65 percent of hiring managers say open source hiring will increase more than any other part of their business over the next six months, and 79 percent of hiring managers have increased incentives to hold on to their current open source professionals.

This is the fifth year [Dice®](#), the leading career site for technology and engineering professionals, and The Linux Foundation, the nonprofit advancing [professional open source](#) management for mass collaboration, are partnering to produce the jobs report. The four previous years' research focused exclusively on the job market for Linux professionals. As open source software has become an ever increasing footprint in technology infrastructure and end products, it is important to understand the opportunities and challenges associated with the overall open source talent market. As a result, the organizations are expanding the report this year to examine the broader job market for open source professionals. While this means comparisons to past years' results are not exact, the data is more broadly relevant to a larger pool of professionals and hiring managers.

The 2016 Open Source Jobs Survey and Report provides an overview of the trends for open source careers, motivation for professionals in the industry and how employers attract and retain qualified talent.

### Key findings from the 2016 Open Source Jobs Survey and Report include:

- **Open source talent is one of the top priorities for recruitment this year.** Fifty-nine percent of hiring managers say they'll add more open source professionals to their ranks in the next six months. This is an increase when compared to [last year's Linux-specific jobs report](#), which found 50 percent planning to add Linux talent during the same time period.

# Key findings from the 2016 Open Source Jobs Survey and Report

- **Open source talent is one of the top priorities for recruitment this year.** Fifty-nine percent of hiring managers say they'll add more open source professionals to their ranks in the next six months.
- **DevOps is among the most sought after skills in the industry.** Fifty-eight percent of hiring managers are seeking DevOps professionals while the need for developers remains the top position on their list at 74 percent. Open source professionals also feed this trend as 13 percent of the surveyed identified DevOps as the most in-demand skill today - more than any other category.
- **Networking is a leading emergent technology.** As the second most in-demand knowledge area, 21 percent of hiring managers say networking has the biggest impact on open source hiring. The only higher category, at 51 percent of surveyed hiring managers, is knowledge of OpenStack, CloudStack and related cloud technologies.
- **Open source professionals are driven to innovate and collaborate.** Only two percent of professionals stated that money and perks were the best thing about their jobs. Working on interesting projects tops the list with 31 percent, while working on the most cutting-edge technology challenges (18%) and collaborating with a global community (17%) are also high on open source professionals' lists.



# You are hot!!!

- Which skills have the biggest impact on open source hiring? The report outlines a few skills hiring managers say are in demand, such as:
  - Development: 74% have openings for developers.
  - Application development: 60% are seeking application development expertise.
  - DevOps: 58% need DevOps talent.
  - Cloud: 51% want candidates with OpenStack and CloudStack experience.
  - Networking: 21% are looking for new hires with networking skills.
  - Security: 14% need security pros.
  - Containers: 8% are seeking candidates with container experience
  - *Legal knowledge: 100% want candidates with knowledge of licensing and legal assistance tools (interviewee: Malcolm Bain)*

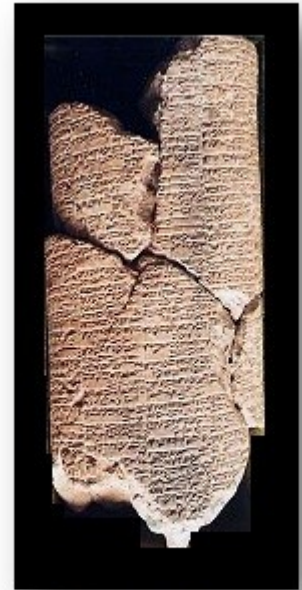
# DevOps → DevELOps

- EL = excellence in licensing
- EL = enterprise legal awareness
- (EL = elegant lawyer)



# Cheers!

(Get coding....)



*Legal Code of Ur-Nammu  
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