LAYOFFS IN INDUSTRIES SINCE COVID-19 PANDEMIC

GROUP 5
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EXECUTIVE SUMMARY

This report aims to analyze the layoffs in the global workforce since the Covid-19 pandemic. From 2020 to 2022, layoffs shot up by 105%. The count of layoffs rose astronomically to 101,203 in the first three months of 2023. Most of the companies which hired during the pandemic, decided to layoff the surplus employees and teams in an attempt to cut cost and improve profitability. Eventually, this report also aims to aid fresh graduates in making well informed decisions, by categorizing industries into two main categories: safest and riskiest to work in.

DATA ANALYSIS STORY

Mass layoffs in the industry can be considered a harbinger for tough times to come. It not only impacts the output of an organization but also the morale of thousands of employees who go through it, and for the prospective candidates who plan to enter the workforce. This report is particularly for those who plan to enter the workforce and are undecided about the industry they want to join after their education. We aim to provide a comprehensive analysis of the industries which are the safest and the riskiest to work in, given the current situation of the global economy.

We used an open-source database for layoffs since covid which gave us the details of the company, its industry, stage of funding (if any), number of people laid off, and the percentage of workforce laid off. We performed analysis on the various features to check for patterns and trends in the data. For the initial analysis, we focused on broad metrics and then drilled down further to extract specific information. The following are our findings:

· The United States (US) and India comprised of 86% of the total global workforce laid off from Jan 2020 to Mar 2023 as these two have the maximum number of startups amongst other countries.

· Month of January has seen the maximum number of employees terminated as organizations usually restructure their businesses and prepare their annual operating plans and budgets.

· Although big tech companies such as Meta, Amazon, and Twitter have been in the news for mass firings, finance and crypto industry has a share of firing 38% of the globally laid off workers. This is followed by retail and healthcare at 20% and 19% respectively.

· Early startups, especially with only seed fundings are the riskiest org type to work in.

· In 2023, compared to Jan and Feb, layoffs in Mar have reduced significantly. This maybe sign of slowing in layoffs and stability in hiring across the sectors.

CHALLENGES AND DISCOVERY

Some of the challenges we faced are as follows:

· The dataset had 20% values missing in the column of layoff count and percentage layoffs. We manually searched news articles related to specific companies to input the missing values and eliminated the remaining rows for which we could not find any data.

· The dataset was skewed heavily as the US (78%) had the greatest number of layoffs globally.

· The dataset available online keeps updating whenever a news of layoff comes. It may not be updated as of the time this report was written. We have used data as on March 21, 2023.

CONCLUSION

The US has seen the maximum number of layoffs from 2020 to 2023. The final goal of our analysis was to present the top 3 safest and riskiest industries that a fresh graduate can consider joining, as she prepares to enter the workforce. We found that Cyber Security, Logistics, and Sales are the safest and Real Estate, Education, and Travel are the riskiest for a fresh graduate who is about to enter the workforce in the near future.

TEAM MEMBERS AND DYNAMICS

Overall, the project was a team effort by all the members. We worked cordially and communicated openly which included brainstorming and post analysis discussion sessions to give an outline to the flow of the information and the story. Also, we as a team, learnt to work more closely with each other and also as individual contributors resulting in learning of important soft and technical skills.