

**Developing a cross-national comparative framework for studying labour market
segmentation: Measurement equivalence with latent class analysis**

Martin Lukac^{a,b}, Nadja Doerflinger^{a,c} & Valeria Pulignano^{a,d}

^a Centre for Sociological Research, KU Leuven, Parkstraat 45, 3000 Leuven, Belgium

^b Corresponding author, martin.lukac@kuleuven.be, +32 16 37 79 08, ORCID: 0000-0002-1747-3168

^c nadja.doerflinger@kuleuven.be, +32 16 32 31 84

^d valeria.pulignano@kuleuven.be, +32 16 32 31 62, ORCID: 0000-0002-6466-491X

Abstract

This article proposes a novel measurement model of labour market segmentation in Europe for cross-national comparisons, tackling three drawbacks of current approaches: First, as segmentation is a multi-dimensional concept, it necessitates a complex measurement approach combining several indicators. Second, to date, we lack methodological evidence that earlier used measures are comparable across countries. Third, as any measure of social phenomena contains measurement error, segmentation research may be confounded by misclassification error. To overcome these drawbacks, we argue for modelling segmentation as a latent categorical concept by means of characteristics of the employment relationship. Our analysis shows that accounting for measurement non-equivalence in cross-national labour market segmentation research is crucial to arrive at reliable and unbiased comparative conclusions. The results demonstrate the importance of increased complexity in measuring labour market segmentation. Overall, this article serves as a methodological cross-national comparative framework for future quantitative analysis of labour market segmentation.

Keywords: labour market segmentation; latent class analysis; measurement equivalence; measurement error; cross-national comparative research