

# **Institutionalizing a new hybrid organizational form? The UN Network on Migration and the Global Compact for Migration**

**Younes Ahouga, CERC Migration, Toronto Metropolitan University**

The implementation of the Global Compact for Migration entails creating a new hybrid organizational form which combines the convening of communication episodes with the production of texts and governmental technologies. However, the open-ended character of the compact's implementation begs the question of the durability of this hybrid organizational form. Drawing on insights from organization studies, this paper examines the institutionalization process of the hybrid organizational form. This process hinges on the institutional work of the UN Network on Migration which consists of discursive practices of problematization, theorization and legitimation. To ensure that the hybrid organizational form becomes taken for granted, these practices must tackle three sources of complexity arising from the institutional environment, the hybrid organizational form and the degree of legitimacy of the UN Network on Migration. The paper assesses the latter's institutional work through a discursive analysis of the events, texts, and governmental technologies generated by the implementation of the compact.