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The Diagnostic of Skilled Migration between Algeria and Germany:
The Osmosis Theory Analysis

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Abstract

The aim of this paper is to diagnose skilled migration between Algeria and Germany in the context of the global race of talents. The osmosis theory of human migration has been adopted to demonstrate that skilled migration is not significantly different from global migration movements. Moreover, the results have shown that migration between the two countries is guided by the natural determinants of human migration. In the same vein, borders permeability diagnostics have shown that networks are weak and control policies are severe. Despite this low selective permeability, expectancy of young Algerians to migrate to Germany is very important. This paper has been concluded by an overview about the evolution of German language learning in Algeria, which can be an efficient tool to strengthen migration networks and, consequently, make borders more permeable and skilled migration more beneficial.

Key Words:

skilled migration, Algeria, Germany, osmosis,

1   Introduction

The Fragomen (2022) report estimates that skills and worker shortages have increased from 40% in 2006 to 75% in 2022. A skilled workforce is the most important production factor. It is, thus, a root driver of economic growth, competitiveness, and innovation. These facts make skilled migration a necessity to cover skilled work shortages and offset the negative effects of skilled work ageing. According to this same report, education, health, and governments are the most concerned by this shortage, followed by IT and technology, manufacturing, banking and finance, wholesale and retail trade, restaurants and hotels, and construction.

This situation has increased in complexity during and after the COVID pandemic, a fact that has forced employers to develop new ways to engage skilled workers. The acceptance of remote workers has exploded during the last two years. Before the pandemic, 70% of work was established in the office, 20% was hybrid, and only 10% was remote, but after the pandemic, only 19% of work is in the office, 57% hybrid, and 24% is remote (Fragomen, 2022). Such a situation has influenced even migration policies, which have been more relaxed in order to facilitate skills migration.

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In this context, attracting and retaining talents has become a priority of the political agenda of developed countries. Nowadays, attraction of talents has evolved into a race or a war of talents. "Countries that do not join the global competition for highly skilled migrants risk lagging behind" (OECD [The Organization for Economic Cooperation and Development], 2023a). According to the OECD, the best countries for global talent are New Zealand, Sweden, Switzerland, Australia, and Norway. In the same vein, the most attractive countries for entrepreneurs are Sweden, Switzerland, Canada, Norway, and New Zealand. Regarding international students' attraction, the United States, Germany, the United Kingdom, Norway, and Australia are the best.

More precisely, Germany is ranked number 15 among the most attractive OECD countries for highly qualified workers according to this report.

> "The new health dimension, introduced as an optional dimension in the Talent Indicator framework (…), generally results in an improvement in the ranking by between 2-5 places for the Nordic countries, Austria, Belgium, German, Italy, and the Netherlands" (OECD, 2023a).

In comparison to the last OECD ranking, this new one highlights the effect of the adopted reforms in migration policies on their effective performance.

> "While countries such as the United Kingdom have implemented more favorable policies for qualified workers, other countries have introduced stricter conditions for international migrants, such as higher student fees for international students in France and more strict capital requirements for entrepreneurs in Canada and New Zealand. Migration policy reforms have important impacts on the relative talent-attractiveness of countries which is reflected in the OECD Talent Indicators" (OECD, 2023a).

Because of their weak economic performance, limited opportunities, and high unemployment rate, especially for the young educated, Africa skilled migration outflows are very important. Increasing from 0.7 to 3.6 million, the number of skilled Africans living and working in OECD countries has been multiplied by 5 between 1990 and 2015 (OECD, 2015). More precisely, the five largest source countries for African skilled emigrants in 2015 were Morocco (470,593), Algeria (369,518), Nigeria (367,233), Egypt (256,393), and Kenya (137,745).

Algeria has been concerned by the emigration of talents, especially to France and Spain, because of the historical colonial ties and the geographical proximity. Nowadays, new countries without historical ties and from distant continents are seducing and attracting Algerian talents. Like the majority of developed European countries, the

German labor market needs skilled workers. Compared to the countries cited above, Germany is geographically very close and more connected to Algeria. This begs the question: What is the reality of skilled migration between Algeria and Germany and how can it be optimized? Before answering this with rationale, it is necessary to know how skilled migration can be diagnosed.

In order to analyse skilled migration between Algeria and Germany, the osmosis theory of human migration has been adopted to demonstrate that skilled migration is not significantly different from global migration movements. In practice, the results have shown that migration pressure in Germany is more than twice that of Algeria, a fact which demonstrates that skilled migration is guided by the natural determinants of human migration and shifted by opportunities and selective migration policies. In the same vein,

a borders permeability analysis has shown that networks are weak and control policies are severe. Despite this low permeability, expectancy of young Algerians to migrate to Germany is very important. An overview of German language learning in Algeria has been presented as a tool for an efficient migration policy.

2   Migration Theories and Skills

The migration of labor is directly linked to the economic causes and consequences of migration on the economies of both origin and destination countries. The economic theories of migration at the micro and macro levels have provided some answers to these questions. In the following, we will present them from the micro to the macro levels of analysis.

In economics, the neoclassical theory has explained the decision of migration at the microeconomic level. The first theory defined it as an investment in human capital (Sjaastad, 1962). According to this economist, migration is a result of rational analysis that compares the costs of migration to its benefits. He advanced that, on the one hand, potential migrants choose destinations that maximize the net value of expected future income. On the other, this destination should minimize the direct and indirect costs of migration.

Later, the model proposed by Lewis (1954) and improved by Harris and Todaro (1970) theorized internal migration between the traditional agricultural sector and the manufacturing sector. This migration of labor, or rural exodus, tends to stimulate the economic development of the country. Despite the differences between the two theoretical models, they have both considered the individual decision of migration as a simple cost/benefit calculation leading to the development of the manufacturing and the agricultural sectors of the region.

At the macroeconomic perspective, the global systems theory (Wallerstein, 1974) connected migration to the development of the capitalistic system, characterized by the global market. Essentially, the economist has divided the world into multiple migration systems. Each system is characterized by a core connected to its semi-peripheral and peripheral regions. The economist believes that unlike migration, flows of goods, services, and capital tend to move from the core to the peripheries. This mobility is driven by the search for "land, raw materials, labor, and new consumer markets" (Massey et al., 1993).

The theory of the dual labor market (Piore, 1979) has predicted that the causes of immigration are not summarized in the repulsion factors in the origin countries, such as low wages and unemployment. According to him, attraction factors in the host countries, summarized by a chronic and inevitable need for foreign workers, represent the main cause of migration (Massey, 1993). This theory is based on the observation of migration flows that have been compatible with the characteristics of labor demand in the destination countries. According to the author, the wage is not only a price of labor, but also a measure for the social hierarchies of employees. Specifically, when there is a shortage of work at the bottom of the social hierarchy of labor, employers will directly recruit migrants. Entrepreneurs will avoid workers of high social status in order to pay low wages.

Unlike the previous theories, the New Economics of Labor Migration developed by Stark & Bloom (1985) does not consider that migration is based on individual decision, subject to

push and pull forces, or the result of both forces. Rather, the decision to migrate is made by the family. The authors suggest that in order to climb the ladder of relative privation, the family decides to choose one of its members for migration under an implicit contract. Specifically, family members help the migrant to settle in the host country, and once stable, it will be his or her turn to return the favor. The migrant must transfer money to help his or her family members who remain in the country of origin to achieve relatively less deprivation and climb the social ladder. This theory has led to the resurgence of the migration and development subject and an explosion of literature on the subject during the 1990s.

3   The Global View Methodology

An overview of the economic theories of migration shows that there is a complementarity between them, especially if we consider sociology, geography and theories from the other disciplines. Such theories and their practical literature are in osmosis, which is why a general comprehensive framework is a must in order to organize them and reduce confusion, e.g., the classification the types of migration and the levels of analysis regarding the subject of labor migration. Specifically, the individual decision theory of migration is an economic theory that deals with the micro level of analysis but does not encompass labor migration. In other words, an economic theory of migration can address skilled migration, but skilled migration is not fully addressed by economic theories. A forced migrant, a climate migrant, an irregular migrant, or a temporary migrant can also be a skilled migrant. In this case, the decision is not economic at all. Thus, by only using an economic theory, migration in general, and skilled migration in particular, can never be understood, measured and forecasted. That is why a unified theory is needed. To do so, the methodology has to be rethought.

The majority of the existing migration theories are based on the same methodology. They observe individuals or the societies in which they are a part of, formulate hypothesis that are related to their specific disciplines, analyze limited samples and try to conclude general rules. Gathering this huge number of literature and comparing their results is impossible.

The global view methodology has tried to take the opposite approach. Imagine you hold the globe in your hands, and you can observe human mobility through time and space. Once the general flow of mobility is understood, a zoom can analyze the special cases of migration between continents, countries, and cities, down to the individual decision of migration.

In practice, Djelti (2017a) has conducted an evolutionary study on human migration based on the Haidt (2012) timeline. The evolution of human migration has been divided into two major periods: simple and complicated migration. Simple migration, representing more than 99% of human evolution, has been derived by the natural determinants of human migration, namely water, climate, security and population density. Using the osmosis logic, the natural determinants of human migration are used to estimate migration pressure. This is the major force that guides migration worldwide. The permeability of borders has regulated migratory flows and impacted migration pressure, especially during complicated migration.

Using the global view methodology, a zoom on a special migratory flow has been diagnosed. Based on this observation and a highly speedy outflow of migration from Afghanistan (Djelti 2018b) and from Syria (Djelti 2018a), using the same analogy, the forced migration theorem has been developed and the trajectories of migration forecasted. Following this methodology, a zoom can focus on a city, a village or a person.

In this article, the global view methodology is used in order to zoom in on skilled migration between Algeria and Germany.

4 The Osmosis Logic of Skilled Migration

The theory of osmosis is an explanatory approach related to the biophysical phenomenon in which water ions move from a cell with low migratory pressure towards a cell with higher migratory pressure through a semi-permeable membrane. According to the analogy proposed by Djelti (2017b), humans migrate from a country with low migratory pressure to one with high migratory pressure. In this analogy, countries represent cells, humans represent water, and borders represent the semi-permeable membranes.

The second principle of thermodynamics is usually used to measure osmotic pressure through the number of molecules, temperature, the ideal gas constant and volume. These variables have been spontaneously replaced with the natural determinants of human migration. Empirically, this model has shown that individuals migrate from countries with low migration pressure to countries with high migration pressure. In addition, borders permeability is defined as the outcome of two contrasting factors: migratory networks and control policies. In general, the osmosis theory considers permeability as the regulator of migration and migration pressure as its engine.

Migration theories have not offered an explanation for skilled migration, whereas, like forced and colonial migration, the osmosis theory offers an explanation for this particular migration. According to this logic, skilled and unskilled migration are derived from migration pressure, calculated by natural determinants.

Regarding borders permeability, networks also represent the bridge for skilled and unskilled migrants. Unlike migration pressure and migration networks, control policies have divided migration into skilled and unskilled. The skilled migration concept is strongly correlated with selectivity. In practice, introduced visa policies by the destination countries has really divided the origin population into those who are authorized to move and those who are obliged to stay home.

To sum up, on the one hand, the destination countries are reserving more attraction for skilled migrants in the context of the current international race for talents. On the other hand, the skilled population is more sensitive to migration because of their qualifications. This is also because they are aware about what the selective migration policies can offer to them.

5 Algerian Labor Market Indicators

Before introducing the Algerian labor market, a brief note on the global context of the economy and demography is of high importance.
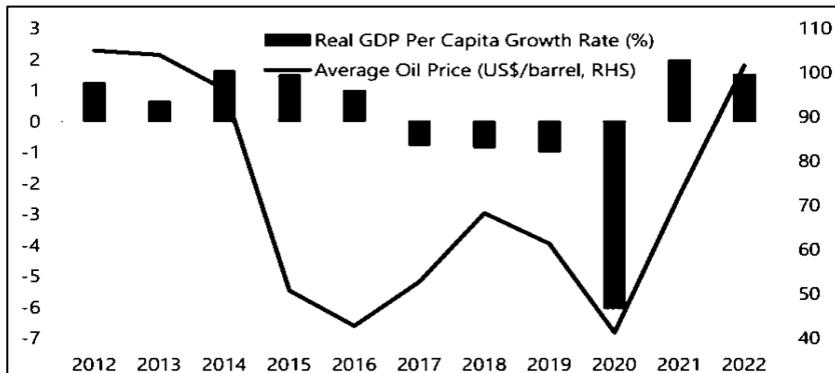
Figure 1: GDP per capita (Algeria) (Source: International Monetary Fund, 2023)

Like the majority of countries, the Algerian economy remains on a path of recovery following the impact of the pandemic, in addition to increasing inflation and the potential for a worldwide economic slowdown (International Monetary Fund, 2023). The Algerian economy is known to have an important dependency on the oil sector. An important number of studies have analyzed the Algerian economy using the frameworks of the Dutch Disease (Benabdellah, 2006), the curse of the natural resources (Chekouri et al., 2017) or even the theory of voracity (Chibi et al., 2022).
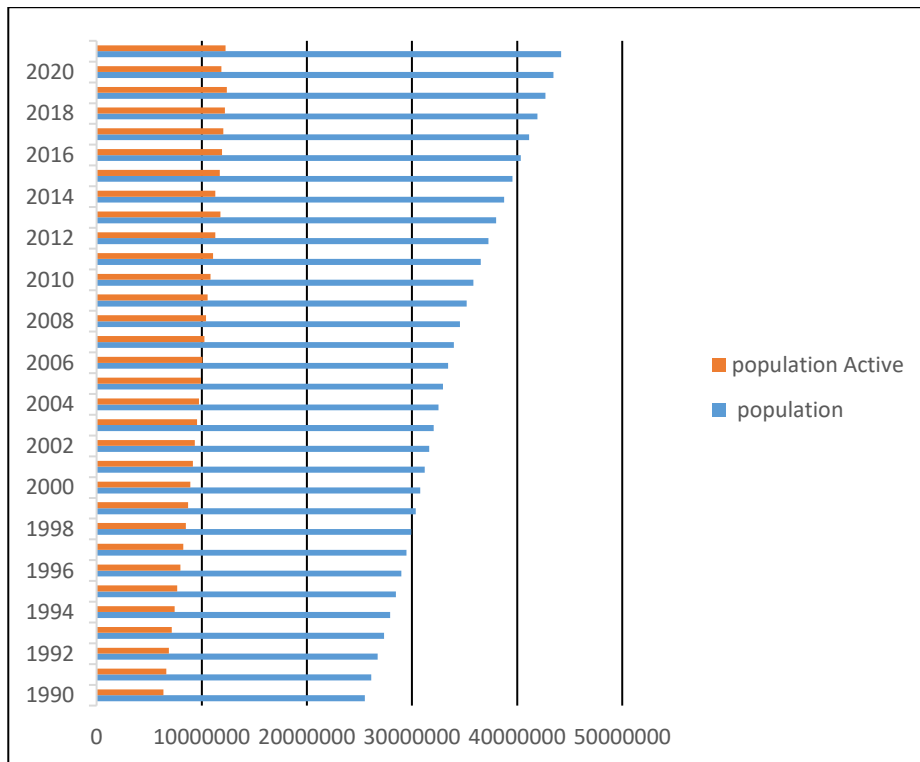

Figure 2: Population Growth and Labor Force (Algeria) (Source: World Bank, 2023)

According to the World Bank statistics, the evolution of population growth has known a long increase even during the black decade[4] and the Covid pandemic. The population reached 44.17 million in 2021. In parallel to this increase in population growth, the active population in Algeria has increased from about 11.8 million in 2020 to 12.6 million in 2021. It is worth mentioning that the population pyramid of Algeria is characterized by a large base, which means a dominance of young people. In 2021, 0–14-year-olds represented 30.71% of the population, 15-64 represented 63.11% and 6.18% are more than 65 years old (countryeconomy.com, n.d.). Such a population pyramid means that even during the coming decades, young people will continue to dominate, and consequently, the active population will be more and more important.
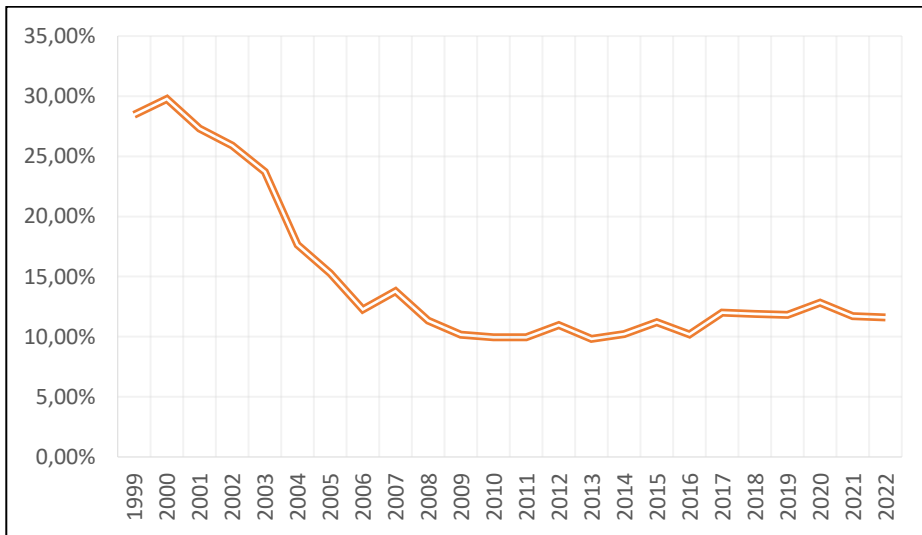

Figure 3: Unemployment rate evolution (1999-2022) (Source: World Bank, 2023)

Figure 3 shows that the unemployment rate in Algeria reached 11.6% in 2022, 12.83% in 2020, and 11.81% in 2019. In the same vein, Figure 4 shows that the unemployment rate in 2019 was characterized by a high level of educated people. It is clear that 17.40% of unemployed people have a higher education level, followed by those who have an intermediate level of education at 11.80%. In the third position comes the category of people with a secondary level of education at 10.60%. Only 6.80% are those who have a primary education level.

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[4] Armed conflict in Algeria against terrorism with a low level of security between 1990 and 2000.

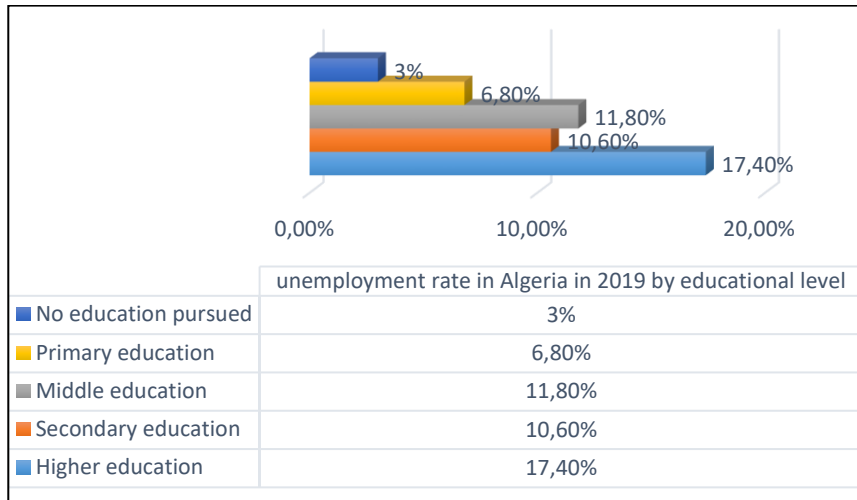|	unemployment rate in Algeria in 2019 by educational level
■ No education pursued	3%
■ Primary education	6,80%
■ Middle education	11,80%
■ Secondary education	10,60%
■ Higher education	17,40%

Figure 4: Unemployment rate in Algeria in 2019 by educational level (Source: Statista, 2023)

In April 2021, more than a third of jobs registered in the National Employment Agency were in the service sector and a bit less than a third were in the industry sector. In the same vein, the majority of employment supply is provided by the private sector. Similarly, most of National Employment Agency placements during the month of April 2021 were in the service sector and industry (ANEM, 2021). According to the same agency, the main reasons for rejecting the other sectors' job offers were related to the private sector, which is rejected by unemployed persons due to weak remunerations (ANEM, 2021). Moreover, a quarter of the available job applications come from university graduates, followed by middle school and just under a quarter from secondary school (ANEM, 2021).

6   Algerians Abroad

According to UNDESA (2019), more than 90% of Algerian migrants are living in high-income countries, predominantly in the most developed regions of Europe and North America. Specifically, over 80% of them are in Western Europe. However, approximately 5% of people from Algeria are living in the less developed regions or Northern America. In addition, over 4% are living in Southern Europe or other less developed regions, excluding the least developed countries. Moreover, just 2% of the population resides in either Asia or Africa. Furthermore, a minority of this population can be observed in the middle-income countries, Northern Europe, or Northern Africa (UNDESA , 2019).
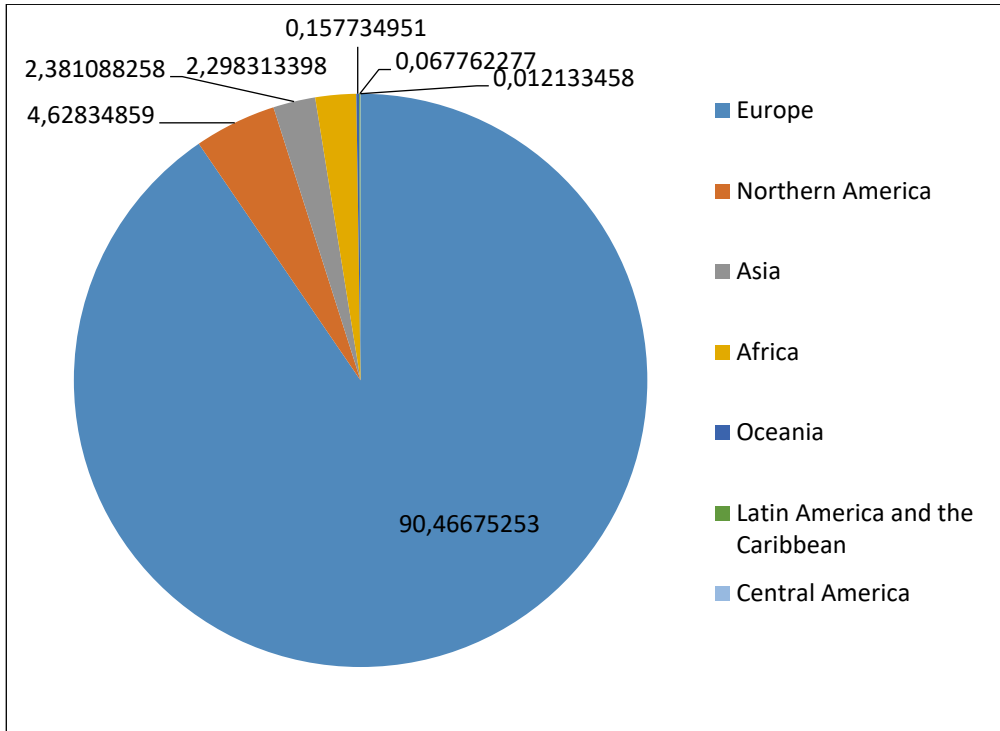
Figure 5: The Top Destination Countries of Algerian Migrants (%) (Source: Designed from UNDESA, 2019)

Based on the OECD data presented in Table 1 the top 10 countries hosting the highest number of people born in Algeria are as follows: France, Spain, Belgium, Italy, Israel, Switzerland, the Netherlands, Sweden, Australia, and Austria.

Countries	People born in Algeria
France	1,397,407
Spain	58,981
Belguim	27,971
Italy	21,488
Israel	12,510
Switzerland	10,231
Netherlands	4,201
Sweden	3,471
Australia	1,730
Austria	1,553

Table 1: The countries with the highest number of people born in Algeria (Source: OECD, 2023b)

It is important to mention that the OECD statistics show that among the top ten countries of destination, Germany does not exist. We need to examine migration between the two countries in order to understand the reasons. In this respect, the Global View Methodology and the Osmosis model are used in order to diagnose flows between the two countries.

7   Global View on Migration between Algeria and Germany

Based on the osmosis logic of skilled migration, the map in Figure 6 has been presented. Empirically, we have calculated migration pressure based on the following model:

Mig press = Water X Climate X Security / Population Density

Based on the UNDESA and the World Bank data, we have compiled data on the natural determinants of human migration and calculated migration pressure in the North African and European countries. In practice, we have revisited the osmosis model (Djelti, 2017b) and improved it. Water is calculated by cubic meter and climate by average temperature presented in degrees (we have supposed that 27° is the perfect temperature). For security, we have revisited the model and used life expectancy. Such proxy is more significant regarding security than the number of conflicts used in the initial model (Djelti, 2017b). It can also be very sensitive to genocides in the case of armed conflicts, or death in the case of natural disasters.

The map in Figure 6 shows that the average of migration pressure in the North African countries is about 20 and about 50 in the selected European countries, a fact that confirms the existence of an important difference between migration pressure in North Africa and Europe. The migration engine is then highly active.
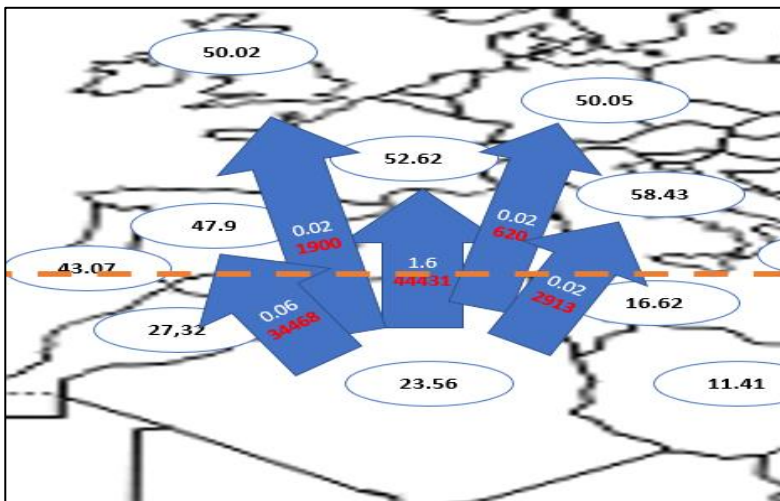

Figure 6: Migration pressure and borders permeability in North Africa and Europe (Source: Authors' elaboration)

Regarding the regulator of migration, borders permeability is the result of the two inversed forces: migration networks and control policies presented in the blue arrows. In practice, we have used migration stock as a proxy to measure migration networks. The map shows that 20,000 Algerian people are working and living in Italy, Germany and the United

Kingdom, 60,000 Algerian people live and work in Spain, and 1.6 million Algerian people are living in France. For control policies, the number of issued visas has been used as a proxy. Germany issued only 620 visas compared to France with 44,431 in 2022. In the same vein, 1,900 visas issued by the UK, 2,913 by Italy and 34,468 by Spain.

Based on the used proxy, France has the strongest networks with Algeria followed by Spain and Germany, Italy, and the United Kingdom. Likewise, France has the least restrictive control policy, followed by Spain, Italy, the UK, and Germany.

The diagnosis has shown that the lack of borders permeability, especially due to control policies, are asphyxiating migration from Algeria to Germany. This severe control policy affects skilled migration particularly negatively because of the absence of a sophisticated selective pump and because of the unskilled irregular migrants that have found leaks to enter Germany.

The figure bellow confirms the predictions of the osmosis model. France is the main destination of Algerian migrants with 22,752 migrants, followed by Spain (5,107), Canada (3,593) and Germany (2,856). The osmosis model has also considered distance as an important variable, but we have observed the entrance of Canada and the USA in the talents race and their high capacity to shift Algerian skilled migrants. Their selective migration policies are then efficient, with a worldwide influence.
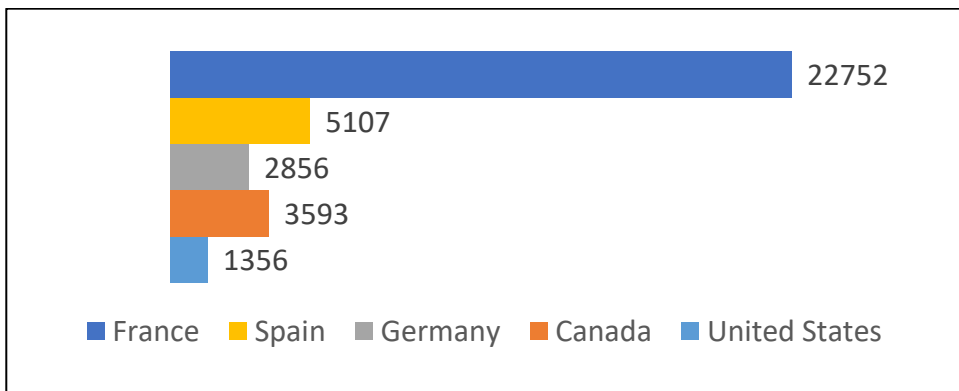
Figure 7: Migration flows from Algeria to OECD countries (2000-2020) – Top five countries (Source: OECD, 2023b)

Following the global view methodology, we have zoomed on migration between Algeria and Germany. The available statistics have shown that after a considerable increase of bilateral migration before 2001 (OECD, 2022), migration from Algeria to Germany was deeply influenced by the September 11 attacks. Following September 11th, the decrease in migration continued for five years between the two countries. Comparatively, Spain had a decrease of only two years, Canada continued to receive Algerian migrants and USA, the most affected country, has registered a very slight and short decrease. The flexibility of migration policies is then very important in managing skilled migration.
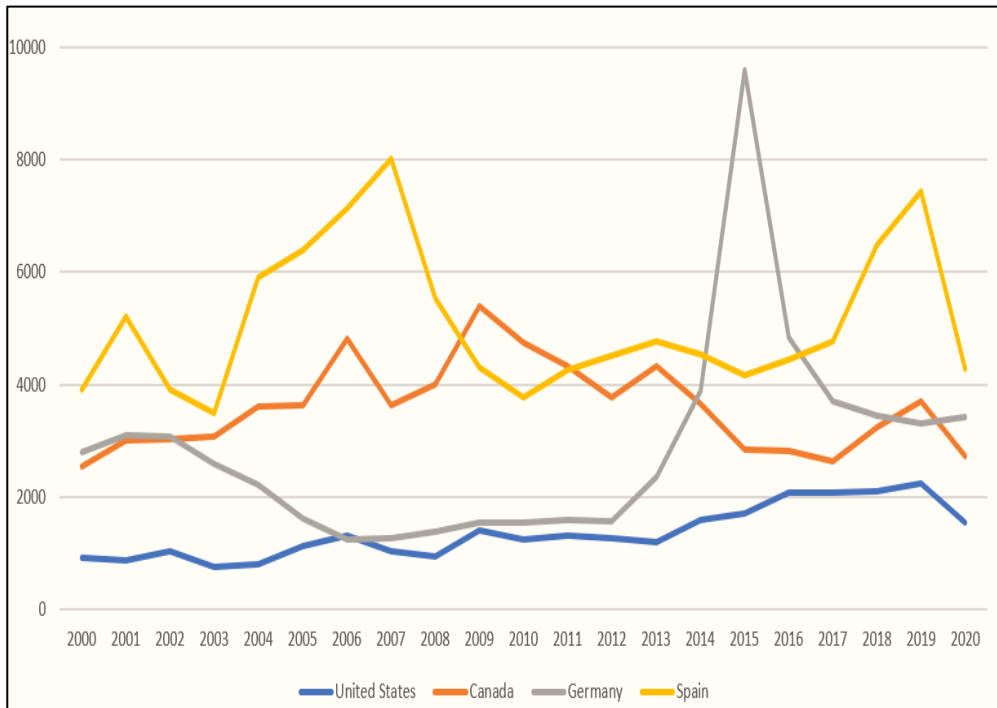
Figure 8: Migration flows from Algeria (2000-2020) (Source: OECD, 2022)

In Germany, between 2006 and 2012, a slight growth is observed, and after 2012, the migration curve registered a peak of more than the double of migration in Spain in 2015 (OECD, 2022). Among other reasons, the family reunification programs in Germany and visa liberalization, based on relaxed visa requirements for Algerians, are the most important. More precisely, the blue card scheme, launched in 2012, has offered for highly educated and skilled non-EU candidates opportunities to live and work in Germany.

8   A Zoom on the Expectancy of Migration from Algeria to Germany

In 2013, a survey was conducted with eight hundred students at the University of Mustapha Stambouli Mascara-Algeria (Djelti, 2014-2015). The sample considered the different levels and covered the six faculties of the university. The results showed that 17.1% of students expected to migrate after finishing their studies. In addition, France is the main destination of students desiring to migrate, followed by the USA, the UK, Golf countries and Germany. The majority of students expecting to migrate to Germany are bachelor and master students. In the same vein, networks, accessibility to a visa, language and distance are the main determinants of the destination countries of choice (Djelti, 2014-2015).

Country	University Degree			Total
	Bachelor	Master	PhD	
France	40	28	12	80
USA	8	5	0	13
United Kingdom	8	4	0	12
Golf Countries	6	4	0	10
Germany	7	2	0	9
Spain	5	2	0	7
Australia	3	0	0	3
Italy	2	0	0	2
Asia	1	0	0	1
Total	80	45	12	137

Table 2: The top destinations of the Algerian students (Source: Djelti, 2014-2015)

In addition, the SAHWA survey (SAHWA, 2015), conducted with 2,000 young Algerians has revealed that 25.7% desire migrating, 4.7% are undecided and 69.6% want to stay. Regarding the choice of the destination countries, France is the first choice for 38.2% of young Algerians aspiring to migrate. After that, Germany and the United Kingdom are the primary choices (10.9% and 8.6% respectively) of young Algerians seeking to migrate (SAHWA, 2015).
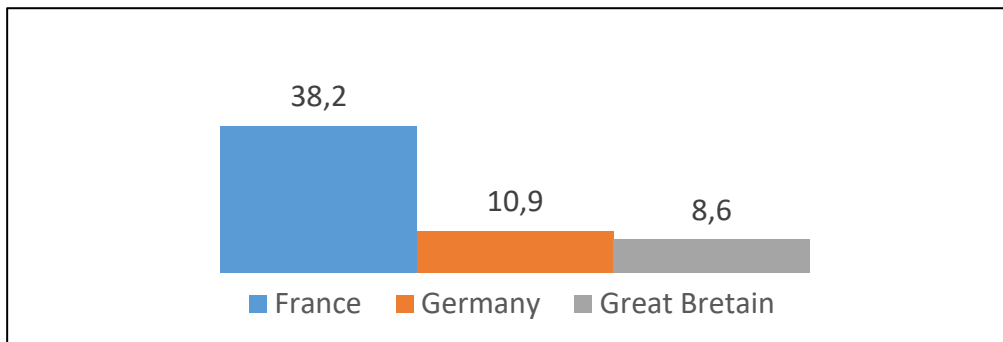

Figure 9: Country chosen by youth for desired migration (Source: Designed from data from SAHWA, 2015)

According to the same survey, the preferences of destination countries are related to the standards of living, employment opportunities, language proficiency, the presence of a strong Algerian community within that country – often comprised of relatives or friends who are ready to welcome them – and visa accessibility (SAHWA, 2015).

In addition, over a quarter of Algerian respondents to the Arab Barometer survey expressed contemplation of migrating from their nation. The report indicates that after a gradual decrease from 52% in 2006 to 22% in 2016, the current figures are slightly higher compared to 2016, with approximately 26% of Algerians now entertaining the idea of leaving their country (Arab Barometer, 2022).

The top eight preferred destination countries for migration, as indicated by the respondents, are as follows: France, chosen by over one-third of the participants; Canada, selected by slightly over one-third; Germany, favored by a little over one-quarter; Spain,

favored by just under one-quarter; Italy, chosen by just under 20%; and the United Kingdom, preferred by just under 15% (Arab Barometer, 2022). Turkey was selected by slightly over 10% of respondents, and the United States was also chosen by slightly over 10%.
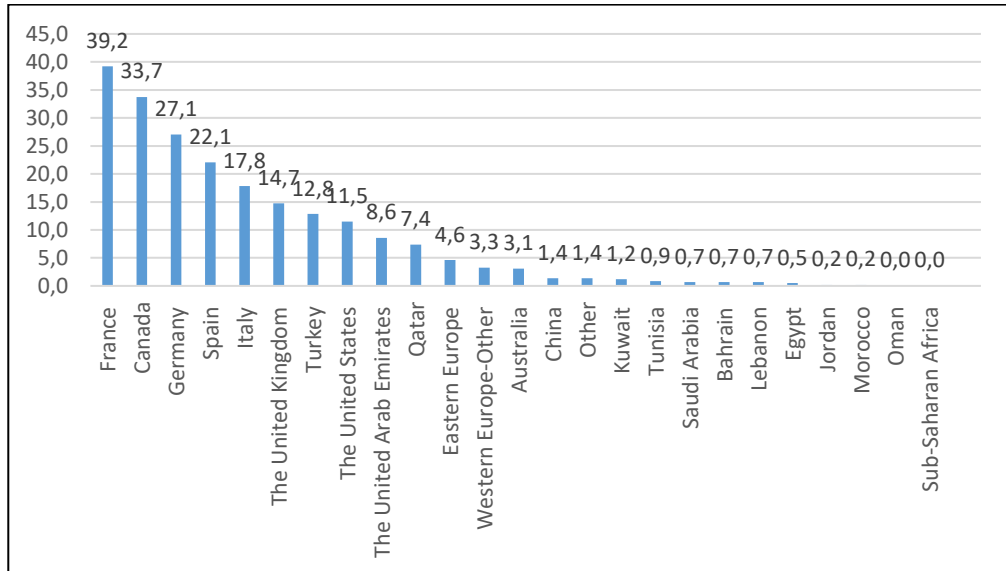

Figure 10: The chosen country of destination (Source: Arab Barometer, 2022)

Regarding those who chose Germany as the main destination, they did not have a specific level of education. There is no relationship between the choice of Germany and the level of education (Approximate sig. two-sided of Pearson's chi-square = 0.319 > 0.05) (Arab Barometer, 2022).

In terms of gender distribution, a little under one-third of men chose Germany as their emigration destination, while less than one-quarter of women made the same choice. There is a statistically significant association between gender and the choice of Germany as a destination for emigration (approximate two-sided significance value of Pearson's chi-square = 0.003 < 0.05, Phi value = -0.123) (Arab Barometer, 2022). Furthermore, Germany is more commonly chosen by younger people compared to the other destinations. Among young respondents, slightly over one-quarter mentioned Germany. There is a noticeable statistically significant association between age group and the choice of Germany as a destination for emigration (approximate two-sided significance value of Pearson's chi-square = 0.067 < 0.1) (Arab Barometer, 2022). In addition to the diagnosed reasons of the comparatively weak migration from Algeria to Germany, language was present in the majority of surveys.

9   Learning the German Language in Algeria

The previous studies have shown that among the main reasons behind the choice of destination countries, language is an important determinant. This can be a tool within migration policies to make networks stronger and consequently, permeability higher. In Algeria, since 1962, the French language was considered as the second official language

after the first official language (Arabic), due to its uses in everyday life and due to the past colonization (Maamri, 2009). In the last 30 years, some foreign languages have been adopted in the education system: English, German, Spanish, and Italian, with French starting from the third year in primary school and English starting in middle school. German, Spanish and Italian were added in middle and secondary schools as compulsory courses.

Since 2019, the Algerian authorities have officially taken steps to abolish the French language as the first foreign language from the education system. With the start of the new school season (2021-2022), the first steps were taken to generalize the replacement of French with English in the adopted education system (Haddam – Bouabdallah, 2022). This factor contributed to the stimulation of learning the German language as a third foreign language (FL3). German language learning has become more significant in Algeria than what is generally assumed (Yamina, 2009). In this vein, Sadouki (2020) aimed to investigate how Arabic, English and French, as previously acquired languages, affect the acquisition of German among students in Algeria at *Al-Kawakibi* Secondary School in Touggourt. The study focused on identifying the language with the strongest impact on German learning and examining how participants transfer specific linguistic features from French and English to German. The goal was to highlight examples of cross-linguistic influence in learning German as a foreign language.

The main findings indicated that most of the students prefer to use English in learning German (Sadouki, 2020). In accordance with their language preference, they perceive that English and German are closer and more similar than the other languages they have already learned. Therefore, the adaptation of the English language in the Algerian system of education is an important factor that puts German in the lead after English. This will also be more motivating if Germany accepts Algerian skilled migrants with English skills.

10   Conclusion

In the general context of talent race, skilled migration has become an important topic in the political arena. Despite its interest, this sensitive subject has been neglected by migration theories and the existing studies consider skilled migration as different from ordinary migration. In order to diagnose skilled migration between Algeria and Germany, we have adopted the global view methodology and adapted the explanation of this phenomenon on the osmosis theory of human migration.

Based on such a theoretical framework, we have demonstrated that skilled migration is not much different from global migration movements. More precisely, based on the osmosis model, we have estimated migration pressure and borders permeability in both Algeria and Germany and some of their neighboring countries. The results have shown that the average of migration pressure in the selected European countries it twice and a half of that of the Maghreb countries. These findings confirm that like the different types of human migration, the skilled one is guided by the natural determinants of human migration and shifted by opportunities and the selective migration policies.

Moreover, a zoom on Algerian skilled migration to Germany shows that borders permeability, summarized in networks, calculated by migration stock and control policies and represented by the number of delivered visas, are reducing migration flows. In practice, despite the low permeability of borders between Algeria and Germany, expectancy of young Algerians to migrate to Germany is very important.

To sum up, on the one hand, migration pressure is very important between the two countries, which represent a strong engine. The high migration desire to migrate to Germany confirm this analogy. On the other hand, borders permeability is very low, a fact that can be reflected by an almost closed regulator.

Because of its presence as a reason for choosing the destination country, language is highlighted as a strong tool to strengthen migration networks and, consequently, make borders more and more permeable. The analysis of the evolution of German language teaching in Algeria represents a motivating factor. More precisely, the adaptation of the English language in the Algerian system of education is an important factor that puts the German language at the top after English. This will also be more motivating if Germany adapts its migration policy and accepts Algerian skilled migrants with English skills. The language can easily be learned once in the destination country.

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