

THE DIVINE INSTITUTION OF EMPLOYMENT (Part 1)

(Gen.2:15) “Then the Lord God took the man and put him into the Garden of Eden to cultivate it and keep it.”

We will examine our lesson text by the following four homiletical points (Gen.2:15).

- God put the Garden **in** Eden (Gen.2:8).
- God put (laqach / kal impf) [took] (nuach / hiphil impf) [put] the man in Garden of Eden.
- God provided (abad / kal infin) [cultivate] work for the man.
- God’s proprietor (shamar / kal infin) [keep] of the Garden of Eden was the man.

This lesson will study five aspects of Employment as a Divine Institution.

1. Employment is one of five Divine Institutions (DI) for the human race.

#1 – Freedom	(Gen.1:26-27)	Volition
#2 – Employment	(Gen.2:8, 15)	Owner- Management
#3 – Marriage	(Gen.2:18-25)	The husband
#4 – Family	(Gen.1:28; 3:16; 4:1)	The parents
#5 – Nations	(Gen.10-11)	Government

2. As a divine institution, God has a divine chain of command or authority structure for each DI.

Note that owner-management is the divinely delegated authority for Employment. In the Garden of Eden, it was The Lord.

The chain of command over DI #2 is God to owner-management to employees (Job 31:13-15).

(Col.4:1) “Masters, grant to your slaves justice and fairness, knowing that you too have a Master in heaven.”

(Eph.6:9) “And **masters**, do the same things to them, and give up threatening, knowing that both their **Master** and yours is in heaven, and there is no partiality with Him.”

God will discipline owner-management (Jer.22:13; Lev.19:9-13; Mal.3:5; **James 5:4-7; 1 Tim.5:18**).

3. Therefore, there should not be any organization between employer and employee in DI #2 or in any of the other four DIs.

This was taught by Jesus in the parable of Laborers of Vineyard (Matt.20:1-16)

(Matt.20:1) “For the kingdom of heaven is like a **landowner** who went out early in the morning to **hire laborers** for his vineyard.”

Simply put, a parable is an earthly story with a heavenly meaning or doctrinal truth. In this parable, there were four groups hired with two different contracts of pay (Matt.20:2, 4). When there was a labor dispute about pay, Jesus settled with this doctrinal truth, “Is it not lawful for me to do what I wish with what is my own? Or are you envious because I am generous?” (Matt.20:15) [landowner] (Col.3:5)

Labor should have a job description and work contract with grievance clause (Eph.6:5-8; Col.3:23; 1 Tim.6:1-2).

Government should regulate commerce, weights and balance, fair trade and competition (Eccl.4:4).

4. We can learn at least 6 divine principles about employment from the Garden of Eden.

- Employment was established by God before Adam's Original Sin (AOS) (Gen.3:16-17-19).
- Employment as a six day work week established before AOS (Lk.13:14).
- Employment was designed to connect man to the Plan and Word of God.
- Employment was established with divine laws of establishment.
- Employment was designed for occupation of life, time, energy, productivity and work ethics.
- Employment was a divine source for livelihood, charity and ministry of the Lord.

(1 Tim.6:17-19) **“Instruct** those who are rich in this present world not to be conceited or to fix their hope on the uncertainty of riches, but on God, who richly supplies us with all things to enjoy.

Instruct them to do good, to be rich in good works, to be generous and ready to share, storing up for themselves the treasures of a good foundation for the future, so that they may take hold of that which is life indeed.” (1 Thess.4:11-12; 2 Thess.3:7-15; Titus 2:9-10; Eph.4:28; Acts 20:35)

5. Employment can be a great mission field for the believer. It brings blessing by association to the field of the employment, the business, the nation, and the world (Matt.5:13-16).

Joseph was an example of this doctrinal principle to Potiphar, prison, Pharaoh, Egypt, and the world (Gen.39-41).

(Eph.6:6) “Not by way of eye service, as men-pleasers, but as slaves of Christ, doing the will of God from the heart.” (Col.3:17, 22-23)

(Eccl.3:9) “What profit is there to the worker from that in which he toils?”

The believer will be rewarded in time and eternity for his conduct at work.

(Col.3:24) “Knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve.” (Eph.6:8)

Employees are instructed not to steal from their employer (minutes, materials, money, etc.)

(Titus 2:10) “Not pilfering, but showing all good faith so that they will adorn the doctrine of God our Savior in every respect”. (Acts 5:2-3)