

DSBC  
PT: RA  
Study: Toledo One

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### Lesson: LAWS OF DIVINE ESTABLISHMENT OF EMPLOYER

This is our fifth lesson in the mini-series of Divine Institution of Employment from Gen.2:8, 15; 3:17-19.

Last week, we studied six laws of divine establishment of employees from Col.3:22-25.

This week, we will study **four laws** of divine establishment of employer from Col.4:1.

*“Masters (hoi kurios/ vplm/ employers), **grant (parecho/ p.m.impv.2pl/ command)** to your slaves (tois doulos/ dplm/ employees) **justice (to dikaios/ asn)** and (kai/ adjunctive of nouns) **fairness (ten isotes/ asf)**, knowing (horao/ perf.a.ptc.aplm) that (hoti) you (employer) too have (echo/ p.a.ind.2pl) a **Master in heaven.**” (Col.4:1/ 21<sup>st</sup> century application to DI #2)*

**1<sup>st</sup> law** comes from origin of DI#2 (employment). It is important for employers to obey the laws of divine establishment of employment. Disobedience will bring divine discipline.

This principle began in the Garden of Eden and was evidenced by the fall of Adam (Gen.2:16-17; 3:6-7, 17-19).

Adam was put in the Garden to cultivate grace of perfect ground because of the goodness of God (**Matt.13:23/ good ground/ kalos**) – *“This is the man **who hears the word and understands it; who indeed bears fruit and brings forth, some a hundredfold, some sixty, and some thirty.**”*

God is able to turn cursing to blessing (kalos ground). Grace says eat of all the trees except ONE.

**Notice** the commandment given to Adam and Eve – **“Don’t eat of the tree of knowledge.”**  
**Notice** the divine discipline – **“In toil you will eat of it (cursed ground) all the days of your life.”**  
**(Gen.3:17)**

They didn’t need to eat to live but ate to appreciation of blessings of grace. They could eat the blessings of the tree of life prior to fall.

**Disobedience** brought divine discipline in three categories: death and curse upon the ground and employment (Gen.2:17; Rom.5:12; 1 Cor.15:22; Gen.3:17-19; Rom.8:18-25).

**2<sup>nd</sup> divine law of establishment** teaches employer of free enterprise is the source of livelihood and national prosperity.

The government was never intended to be the source of vast employment. Last static on **federal civil employees** were 2.9 million. This does not include state, county, or city government paid by tax payer not consumer.

41% of USA work force is unemployed (82 million); and 33% of them are not actively looking for employment. It is costing the working tax payer \$1 trillion dollars a year in welfare.

The attack upon work ethics and free enterprise from inside USA is demoralizing DI #2. The Christian must not accept this worldly view of Employment.

**In 1950**, unemployed blacks and whites teens were equal at 10%. **In 1956**, gov't passed minimum wage law. By 1956, the gap grew to 20% white and 45% black..

Bureau of Labor recently reported unemployed white teens at 16% and Hispanic teens at 21% and blacks at 31%. Many believe the numbers are actually higher.

**3<sup>rd</sup> divine law** is the importance of teaching work ethic – *“If anyone is **not willing** to work, then he is not to eat, either.”* (2 Thess.3:10b)

Two things are important for teen employment. First graduation from high school and learning trade while in HS. Second thing is to get an entrance job with a company that trains employees while in HS.

When I was 11 years of age, I was paid a small salary to work as a runner at a Stony Lake resort lodge. A wonderful older couple trained me in specific tasks. By 13, I was the handy man and making very good money and tips. At 14, I was hired by a summer camp as their handy man with a better salary. I learned so many new skills that I was able to hire them out after summer.

Abraham Lincoln quote – *“You cannot help people permanently by doing for them what they could do and should do for themselves.”*

**4<sup>th</sup> divine law** is employer is accountable to the Lord God in unfair dealings with labor (Laban and Jacob/ Gen.30-31/ greed verses God).

The Lord is the defender of the oppressed laborer (Col.4:1). *“Against those who oppress the wage earner in his wages.”* (Mal.3:5b)

Warning to nation of Egypt on behalf of Israelite workers – *“I have surely seen their affliction of My people who are in Egypt, and have given heed to their cry because of their taskmasters, for I am aware of their suffering.”* (Ex.3:7/ 3:7-10)

Warning to nation of Israel on behalf of Israelite worker– *“Who uses his neighbor’s services without pay and does not give him his wages.”* (Jer.22:1)

Warning to Christian employers – *“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.”* (Eph.6:9)

The employer must always remember that the laborer is worthy his wages.

- Raw materials and production labor wages equal product.
- Product and sales and delivery labor wages equals profit.
- Profit equals investors share, bonuses, reinvestment in expansion of business, and hiring of more employees.

Employees are **not equal** to stockholders or investors or partners of the business anymore than the consumers of the product.