

In 1980, Marie Jahoda, a psychologist, developed a model of employment which suggested that work had *intended* consequences (such as earning a living) and *latent* consequences – these latent consequences are those which are unintended and not obvious but are integral to living.

According to Jahoda: " employment makes the following categories of experience inevitable : it imposes a time structure on the waking day; it compels contacts and shared experiences with others outside the nuclear family; it demonstrates that there are goals and purposes which are beyond the scope of an individual but require a collectivity; it imposes status and social identity through the division of labour in modern employment; it enforces activity..."

Thus, work has many more benefits than simply earning money. Jahoda went further to emphasise the importance of work by suggesting that unemployment damaged mental health not only because of the stress of losing the *intended* consequences of work (ie.loss of salary), but also because of the *psychological deprivation* of losing time structure, social contact, collective purpose, social status and regular activity.

In terms of this topic, Madeleine Bunting bases her ideas on Jahoda's model and suggests that these 5 factors are essential to human well being and that, in the modern age, 'employment' has become the only place in which can provide all 5 factors :

“With the decline in community, political parties and faith institutions, and the fragmentation of the family, employment has become the main, often the sole, provider of all five. We look to work for a sense of integration and connection to society, while our grandparents would have been able also to look to their neighbourhood, their church, their political party, perhaps also an extended family nearby. This gives employers unprecedented purchase over our lives; how they are shaped, how we perceive ourselves and how we shape our relationships with others – both colleagues at work and personal relationships outside it.”

Madeleine Bunting

Sources:

Jahoda M: *Employment and unemployment: A social psychological analysis*
New York: Cambridge University Press; 1982.

Bunting M: *Willing Slaves : How the overwork culture is ruling our lives*
London: Harper Collins; 2004