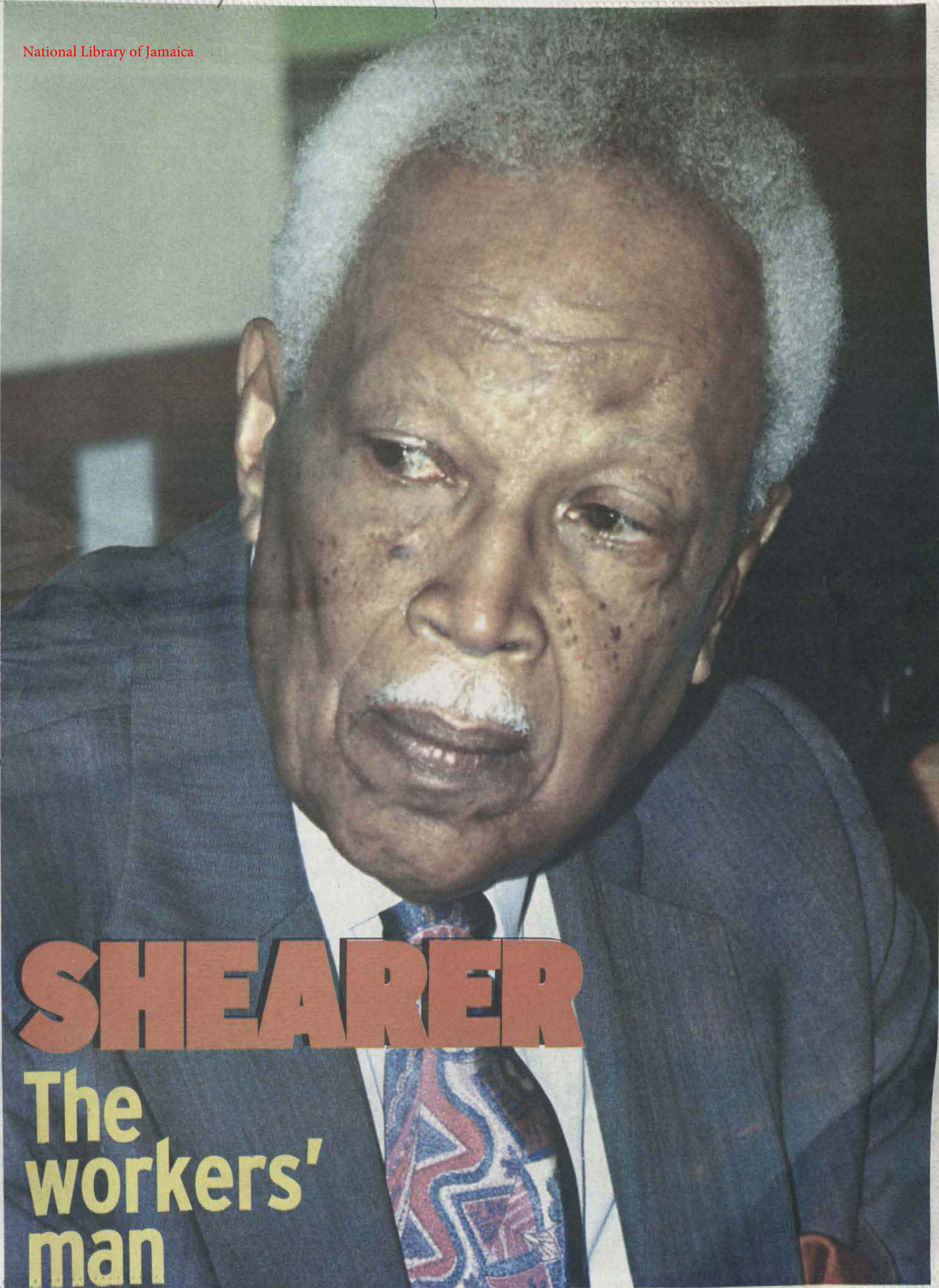


National Library of Jamaica



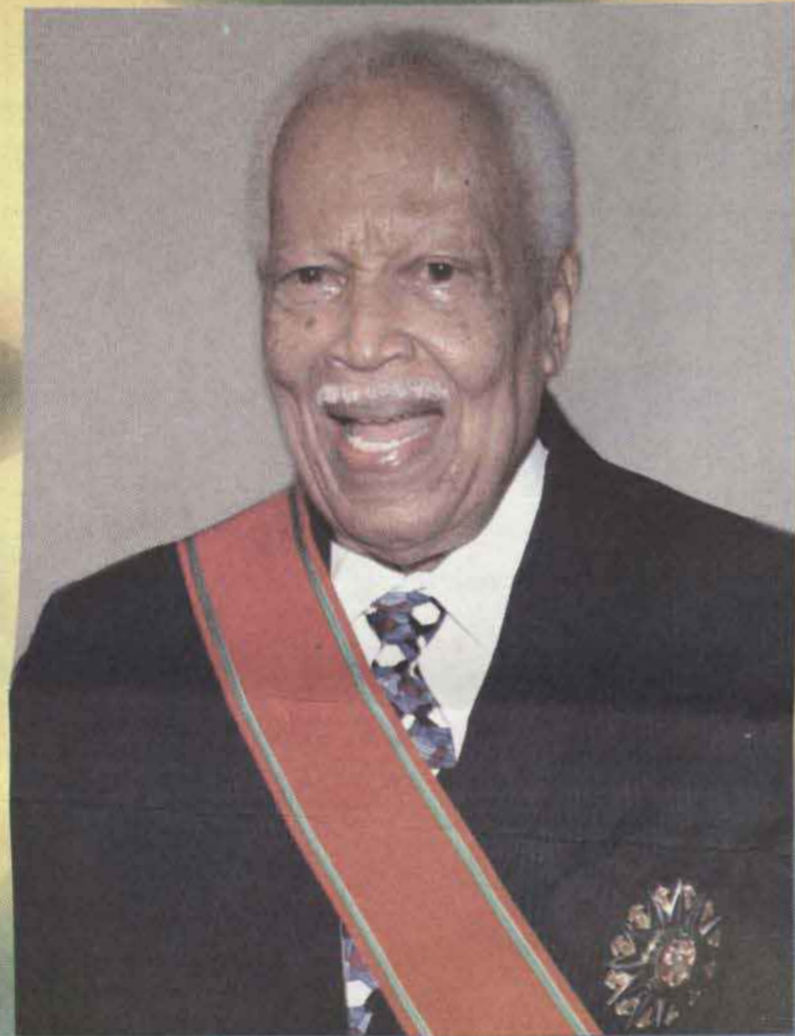
SHEARER

The workers' man

NATIONAL LIBRARY OF JAMAICA

The Most Hon. Hugh Lawson Shearer

O.N., P.C., O.J., LL.D. (Hon.)



He Soared to Heights
Few Have Reached.

National Leader... Union Leader...
Humanitarian... The Most Hon. Hugh Shearer
embodied the qualities of Jamaica at its best:
unswerving integrity... quiet dignity... strong character.
He will be missed... but never forgotten.



HUGH SHEARER TRIBUTE

Their take on **HUGH SHEARER**



Students from a number of Clarendon schools queue to view the body of late prime minister Hugh Shearer as it lay in State inside the Vere Technical High School auditorium in the parish on July 14.

Following are some of the views expressed by persons, mostly Clarendonians, who attended the first State viewing of Hugh Shearer's body inside the Vere Technical High School auditorium in Clarendon on July 14.

Olive Lawrence, Rocky Point resident: Hailed Shearer for being instrumental in the establishment of a fund to care for the spouses and children of fishermen who were lost at sea in 1993. "Mi have to come today because Mr Shearer is a nice man. Him take care of me when my baby's father drown. Him was the only person who come help me."

Donna Henry, a mother of two who also lost her baby's father at sea: "Me love Mr Shearer and I feel sad seh him dead. Mi son seh to me, 'Daddy' (the name given to Shearer by the Rocky Point community) gone, how we going to manage?"

Sally Porteous, deputy mayor of Mandeville: "I think the turn-out today is significant of how people felt about Mr Shearer. It is very nice to see everybody coming out to pay their respects."

Nathan Thompson, 17, student at Bustamante High School: "I came to represent my school and to let Mr Shearer know that we appreciate his work. He was a great leader, which is the most important thing to know about him."

Selliata Thompson, 12, from Charlton Primary School: "I am here to show Mr Shearer my respect. My teacher told me that he was a prime minister."

Genny Williams, 54: "I am here because I wanted to view the late prime minister and to give my respect for his good work during years as prime minister."

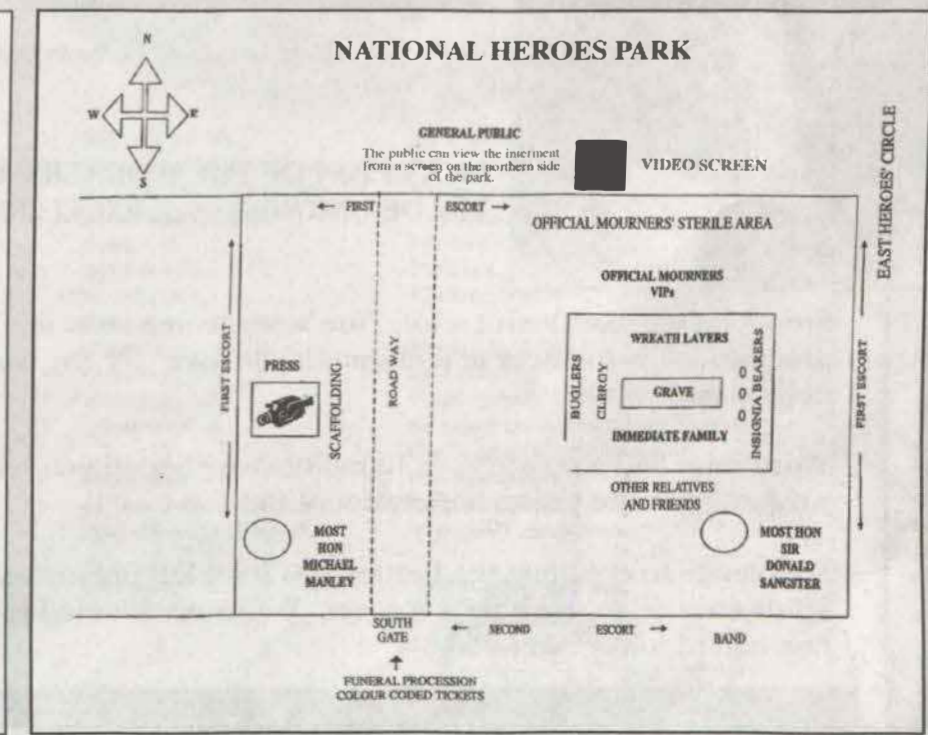
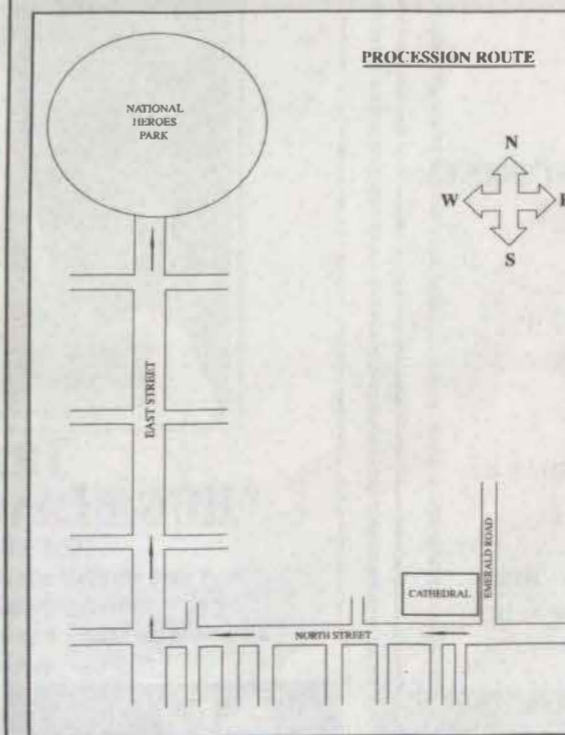
Sylvester Folks, 84: "I had to come fi see this man. He do some good. When he was prime minister he did a lot of good for the young people dem."



State Funeral for Former Prime Minister The Most Honourable Hugh Lawson Shearer, ON, OJ

The State Funeral for
The Most Honourable Hugh Lawson Shearer
will be held at the Holy Trinity Cathedral,
North Street, Kingston
on Sunday, July 18, 2004

The service will begin at 2.00 p.m. • Guests are asked to be seated by 1:15 p.m.
Interment will be at the National Heroes Park





HUGH SHEARER TRIBUTE



BY PJ PATTERSON
Prime Minister

This is the first occasion that a joint session of the Senate and House of Representatives has ever been held to pay tribute to one of our own.

Who better to establish this precedent than the Most Hon Hugh Lawson Shearer who, in over half-a-century of public life, has served the people of Jamaica as labour leader par excellence, councillor, member of parliament, cabinet minister and prime minister.

Since his passing, the many tributes from his colleagues, constituents, and a wide cross-section of the Jamaican people have served to convey the true measure of the man, the height of his ideals, the breadth of his sympathy, the depth of his convictions and the length of his patience. In addition to these well-deserved encomiums, this supreme legislative body of our land has the responsibility to record for posterity, our appreciation of a colleague, a friend, an elder statesman and, above all, a fine human being.

May I remind this distinguished chamber that this is not the first occasion on which the members of the legislature have honoured this deserving son of Jamaica for his contribution to the nation. On May 15, 2001 at a special sitting of the House of Representatives we paid tribute to him at the end of his illustrious career.

My task today is not to catalogue in detail the impressive list of

Workers' rights

accomplishments in his years of service, others have done so and many more will. Indeed, the Government of Jamaica commissioned a biography which happily was completed prior to his passing and which met with his enthusiastic approval. I wish to indicate just a few of the unique aspects of his life which illustrate the characteristics that made him the exceptional individual that he was.

As we look back at our nation's history we recognise that the failure of British colonial policy created the conditions that made 1938 inevitable. In three weeks of militant action, the working people brought the colonial administration to its knees and created the institutions which laid the foundations of modern Jamaica. History records the dominating presence of National Heroes Sir Alexander Bustamante and Norman Washington Manley.

Only the most discerning contemporary observers would have taken notice of a 17-year old graduate of St Simons College who, on his own initiative, went to Lynden Newland, a senior officer with the Bustamante Industrial Trade Union (BITU) and editor of the union's newspaper *The Jamaica Worker*, to offer his services.

Newland, recognising talent, immediately invited the young man to join the staff of the BITU and assist him

in producing the newspaper. Such were the circumstances in which Hugh Lawson Shearer began a half-century of public service.

This ambitious and focused young man was the product of a humble home in rural Jamaica. In an era when home, school and church worked in close partnership to inculcate the positive values and attitudes associated with the best of rural life - honesty, integrity and industry - Hugh Shearer learned these lessons well.

The Jamaica in which Shearer served his apprenticeship in the union movement was predominantly rural and poor. A commitment to raise living standards of workers could only mean long hours of explaining and winning consensus, facing the hostility of the employer class and the wrath of the colonial authorities.

The apprenticeship provided him with invaluable insights into the strengths and weaknesses of the people whom he would seek to represent, as well as with the oligarchy with which he would have to contend.

He learned fast and he learned well. The evidence was in the increasing responsibilities assigned to him by the "Chief" - Alexander Bustamante - whose tutelage prepared him for his role in transforming the Jamaican union landscape and the practice of industrial relations with his friend and rival,



HUGH SHEARER TRIBUTE

central to Shearer's life

Michael Norman Manley.

It was their advocacy and negotiating skills that raised the status of the trade unions to that of the third point in the triangle of governance - the public sector, the private sector and the trade unions.

The enormous benefits he won for unionised workers are well documented. What needs to be given equal prominence is his insistence on discipline and integrity at the workplace, making sure that workers honoured agreements negotiated with their employers.

He himself provided a shining example of this integrity and discipline he sought to inculcate, as every employer knew that Hugh Shearer did not have to sign a written agreement. A handshake was enough. His word was his bond.

Shearer, over the years, had been an influential voice in the executive of the Jamaica Labour Party (JLP) the affiliate of the BITU which he led following Bustamante's full involvement in government. But he was a reluctant participant in representational politics.

Yet, when in 1955 his party asked him to contest one of the most challenging seats in the Corporate Area - Western Kingston - he did not hesitate in coming to the wicket. Just over a decade later, at age 44, he became Jamaica's youngest prime minister, having by then successfully pursued his electoral fortunes in South East Clarendon during the General Elections of 1967.

As prime minister, he presided over a period of exceptional growth in the Jamaican economy, fuelled by major investments in bauxite and alumina as well as the tourism sector. The Act to create the National Insurance Scheme was one of the finest



SHEARER... presided over a period of exceptional growth in the Jamaican economy

pieces of labour legislation ever to have come to this honourable House, and the programme since its inception has brought monumental benefits to the workers of Jamaica.

It was during his tenure that the award of Jamaican National Honours was initiated to replace previous British National Honours, which he referred to as an anachronism, commenting that he could not see how, at a time when there was no longer a British Empire, Jamaicans could be receiving such awards as "Knights of the British Empire" and "Members of the British Empire".

The firm proposal for a Caribbean Court as the final Appellate Body was conceived at a meeting of regional heads over which he presided in 1970.

As a senator, he was Jamaica's first voice in the international arena after independence when he was selected to deliver Jamaica's policy addresses at the United Nations General Assembly. It was there he

proposed that the world should identify an International Year for Human Rights. This was accepted, and the year 1968 so designated.

In every international forum Hugh Lawson Shearer was uncompromising in his objection to apartheid. He mobilised support to fight this evil and inhumane system of racial injustice at the level of the Commonwealth, regionally in the Caribbean, and at the United Nations.

His consummate negotiating skills, honed in the trenches from the earliest days of his involvement in the union movement, stood

him in good stead as he led Jamaica's international trade negotiations and when he returned to the foreign ministry during the 80s. He soon won and retained to the end the esteem and regard of his foreign counterparts, being chosen as chairman of the ACP group at critical stages of negotiations with Europe.

In this House, he was a formidable debater. Not for him the flights of oratorical fancy, but grounded in the force of his convictions and his capacity of persuasive eloquence, his presentations always commanded deserving attention and due respect. He was at his most passionate when pleading the cause of the poor and the disadvantaged.

He was a convincing advocate for all those who contributed to the service of Parliament - clerks, orderlies, hansard writers, and drivers to parliamentarians. He could change periods of legislative tensions into resounding peals of laughter by his timely humour and infectious smile. He was resolute and yet always gracious. He had no grudge to anyone and in return he earned the respect and admiration of all who served with him, on both sides of the aisle.

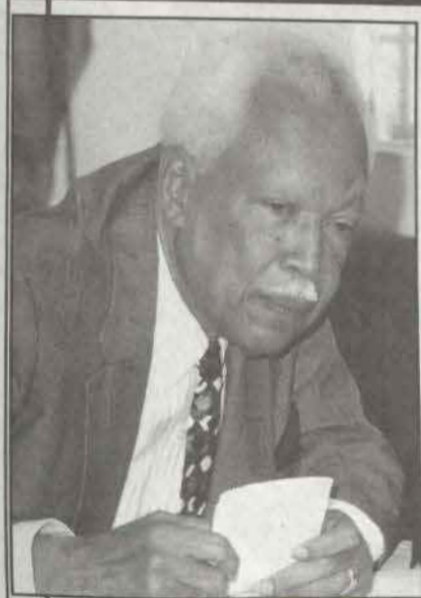
Throughout his entire career, whether he worked on the stage of the union movement or in the corridors of political power, he employed his persuasive powers in the cause of the rights of workers - a mission that was central to his life. However strong his views on any issue, he had a gift for approaching every discussion or negotiation, however contentious, with an admirable level of courtesy, respect and camaraderie on both sides of the negotiating table or the political fence. He recognised that whatever our political views we were all united by a genuine wish to improve the quality of life of the Jamaican people.

Like all good leaders, he invested considerable time in nurturing the next generation, and many of the current leaders in the trade union movement are the beneficiaries of his mentorship.

It was no surprise to those of us who knew him well - as a man full of generosity of spirit and of time - that he ended as he began with a voluntary commitment in his later years to the welfare of the elderly - whose cause he championed with characteristic dedication, care and concern.

As the nation prepares to pay its final respects to this man among men, I quote from the book of Proverbs: "Good men must die, but death cannot kill their names."

UNIVERSITY AND ALLIED WORKERS UNION



SALUTES

THE MOST HONOURABLE, HUGH LAWSON SHEARER

- Former Prime Minister of Jamaica
- Former President General, Bustamante Industrial Trade Union
- Former President, Jamaica Confederation of Trade Unions

CHAMPION OF THE WORKERS' INTERESTS. TRADE UNIONIST PAR EXCELLENCE

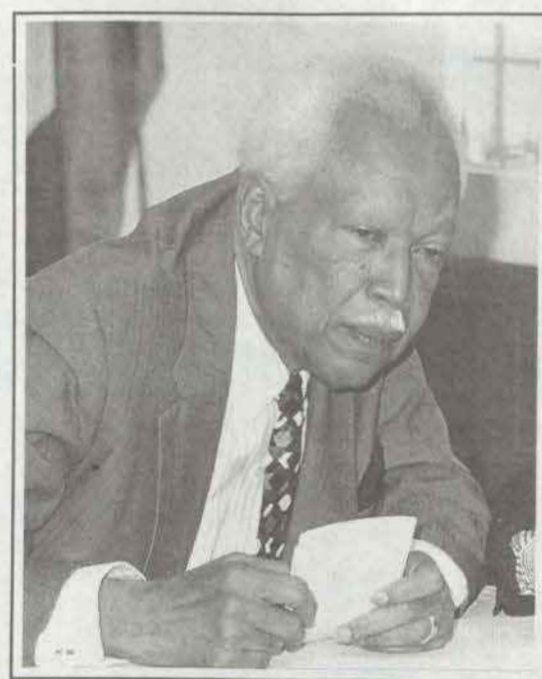
From you we have learnt a lot. You were "compassionate and gracious, slow to anger and abounding in love" for the workers, elderly and youths.

We admire and emulate your humility. We cherish your efforts at promoting **trade union and national unity**.

We pledge to continue the battles you have left unfinished. Your spirit lives on in our hearts forever. We know "blessed is he who has regard for the weak".

From the Officers and Members UAWU.

In Tribute To:



THE HON. HUGH LAWSON SHEARER TO A GREAT LEADER

A man who has served his country well without faltering during his administration.
"Blessed is the leader who seeks the best for those he serves"
Author Unknown



The Family of Frazer, Fontaine & Kong Ltd.

"It is foolish to mourn the men who died. Rather we should thank God that such men lived"

- General George S. Patton

The port community industry salutes the life and contribution of

The Most Honourable Hugh Lawson Shearer

to the development of labour relations at Port Bustamante

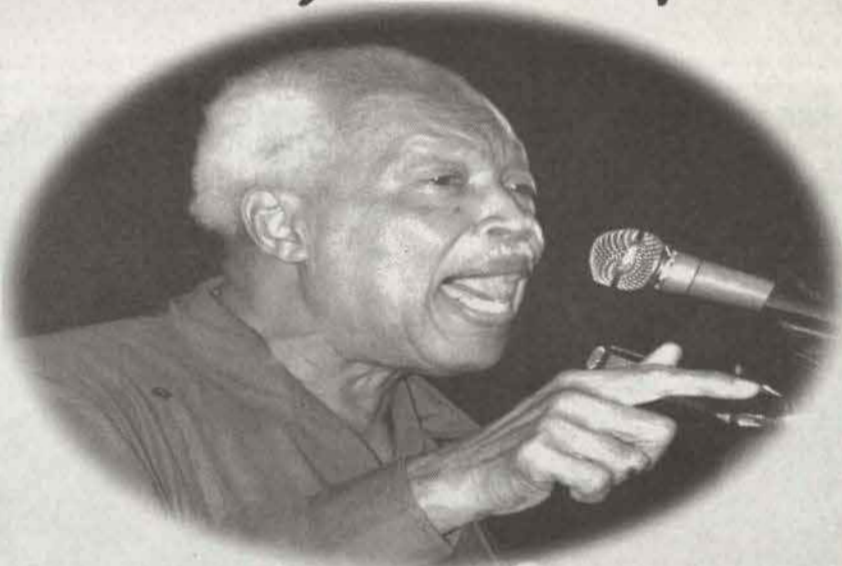


the shipping association of jamaica

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Goodbye, Champion



Friend of all, mentor to many, with malice to none; model of civility, humility, generosity, sensitivity, decency, dignity, nobility, wisdom, compassion.

Defender of the downtrodden and disadvantaged.

Big man in every sense.

Peace-maker. Nation-builder. Statesman, Diplomat. Democrat. Patriot. Champion.

From Negril to Morant, Half Moon to your own Portland Point, the wider Caribbean, the diaspora and beyond, We shall miss you.





HUGH SHEARER TRIBUTE



Opposition Leader Edward Seaga delivering his tribute to late Prime Minister Hugh Shearer in Parliament on July 13.

BY EDWARD SEAGA
Opposition Leader and
Jamaica Labour Party leader

Hugh Lawson Shearer started his public career when he joined the staff of the Bustamante Industrial Trade Union in 1941. He did so having completed his high school education at the then reputable St Simon's college. At the time when he joined the BITU, Jamaica was undergoing great transformation.

Three years earlier, the Moyné Commission, having investigated the causes of the riots of 1938, successfully recommended the legal recognition of trade union organisations in the British Caribbean.

Sir Alexander Bustamante, seeing the need to institutionalise the gains made, created the Bustamante Industrial Trade Union, the first trade union to be legally registered in Jamaica.

It was a time for mental toughness in the continuing fight by the wage-earning class, against economic exploitation and social repression.

As a youngster filled with zeal and determination, Hugh Lawson Shearer gave unstinting support to Sir Alexander and the officers of the BITU as they consolidated the work of the union.

He began his duties as a trainee journalist for the then union newspaper, *The Jamaica Worker*. He was assigned as understudy to Mr Lynden Newland.

Later he became editor of the paper on Newland's accession to the post of general-secretary of the union.

Moved by the injustice of Sir Alexander's detention, he sought permission from Newland to write an

article in the paper entitled, "Who is Alexander Bustamante?" In this article he outlined what he saw as the miscarriage of justice in Sir Alexander's detention.

In her memoirs, Lady Bustamante wrote that on reading the article, Sir Alexander asked, "Who wrote this?" When informed that it was Hugh Shearer, he immediately granted him an increase in pay from 10 shillings per week to 16 shillings remarking, "I can see something in him".

There was indeed something in Hugh Shearer. Consequent on Sir Alexander's release from detention, his trade union career began in earnest.

He was a tower of strength at the side of Bustamante, traversing the countryside, honing his skills as an outstanding trade union leader.

His colleagues speak with great respect of his prodigious memory, his acute sense of humour and most impressively, his meticulous preparation for even the simplest of trade union presentations.

His leadership role in the union saw him assuming the posts of assistant general-secretary, island supervisor, vice-president, and successor to Sir Alexander Bustamante as president general and chief negotiator.

His career, spanning 60 years of service to the trade union movement of Jamaica is replete with major accomplishments.

I wish, however, to highlight this

afternoon three of the areas on the trade union front where Hugh Shearer undeniably made an indelible mark.

The workers on the waterfront were, without doubt, the forerunners in giving unreserved support to the struggles which culminated in the birth of the modern trade union movement. Indeed, they were a bastion of strength for the creation of the Bustamante Industrial Trade Union in 1938.

Hugh Shearer accepted the challenge to advance the cause of these pioneering employees. He took the baton from Sir Alexander Bustamante.

To the workers:
Where there was negligence, he ensured close attention;

Where there was despair, he gave hope; Today, these workers can be satisfied with the many benefits his representations created for them.

- production incentives
- pension benefits
- injury benefits
- other health benefits
- guaranteed payments
- the formation of a joint industrial council.

It was in the sugar industry, however, that he first made his indelible mark on the lives of trade union members in Jamaica.

He sought and won for the sugar workers, greater recognition of their

A man of distinction and great honour

status as sugar workers, a transformation which accorded them greater respect.

In the 1950s, the major estates - Monymusk, New Yarmouth and Frome - were riddled with labour problems. There were major difficulties and disputes with wage rates, union membership rights, dues collections and crop bonuses. The trade unions refused to accept the methods of the sugar manufacturers in reporting profits. Strikes and strike breakings were the features of the day. Various negotiating attempts and arbitration hearings failed to bring much-needed stability to the industry, a vital foreign exchange earner at the time.

For the first time in trade union history a major commission of inquiry was ordered into the operation of an industry: the Goldenberg Commission.

It was Hugh Shearer's task to make a major presentation to the commission on the social needs of the workers.

His role, as agreed by the unions involved, was to bring to the commission's attention, the state of poverty of the workers. His task was to convince the commission that the needs of the sugar workers were neglected by the employers, and indeed should be addressed in a meaningful way.

Hugh Shearer's presentation was masterly. Together with other representations, the trade unions were able to substantiate the demands of the workers.

The award to the workers amounted to over one million pounds, a small fortune in those days.

Most importantly, however, the workers were able to secure for the future, a basis of transparency that would forever transform the negotiating relationship between themselves and the sugar manufacturers.



SHEARER... gave leadership and guidance to workers

The findings of the Goldenberg Commission was one of the greatest trade union victories in the arena of Jamaican industrial relations and Hugh Shearer was a focal and pivotal part of this achievement.

Hugh Shearer was to triumph again some 20 years later in yet another landmark case of representation for the Jamaican labour movement.

In 1979, the Bustamante Industrial Trade Union claimed bargaining rights for certain categories of workers employed to Reynolds Jamaica Mines Ltd. The employers objected to the unionisation of a number of categories on the basis that they were arms of management and as such were not entitled to unionisation.

It was an important challenge to Hugh Shearer as the advocate for the workers. But his skill in trade union advocacy before the Industrial Disputes Tribunal was before the workers.

He convinced the tribunal to reject the employers' arguments and accept his presentation that the workers had the right to join a trade union.

Perhaps of greater importance to the movement and stronger recognition of Hugh Shearer's skills of advocacy, was the decision of the Supreme Court in giving a final verdict on the dispute.

In rejecting the company's arguments, Justice UV Campbell, Puisne Judge, quoted extensively from Hugh Shearer's prior submissions to the Industrial Disputes Tribunal in giving reasons for the court's decision.

It was indeed a signal honour that the arguments proposed by Hugh Shearer, a lay person, were so recognised in a court of law as

to form part of the basis for a Supreme Court judgement.

Hugh Shearer's victory in this matter, reinforced for every worker in Jamaica, the undeniable right of representation and unionisation.

In the late 1970s, Hugh Shearer once again broke new ground in establishing workers' rights in Jamaica.

As the economy deteriorated and many companies struggled to survive, the effect on the lives of the Jamaican workers was devastating. Blue collar employees had some measure of comfort and support from their unions. White collar workers, including managers at all levels, were, however, without advocacy or protection.

In many cases, the unionised workers managed by them received far superior benefits and enjoyed greater job security. Hugh Shearer was determined to offer protection to these workers and in doing so expanded the horizons of trade union representation in Jamaica.

Together with his lieutenants in the BITU, Clifton Stone and Errol Anderson, he set about the unionisation of white collar workers. He held his first meeting on the patio of Sir Alexander Bustamante's Tucker Avenue residence. The meeting was with a representative group from the Bank of Nova Scotia Ltd.

The rest is history. A union, which up to then was by and large a blue collar organisation, became the all-encompassing general advocate organisation which Sir Alexander Bustamante envisioned in 1938.

He gave leadership and guidance to workers in the banking and financial sector, the teaching profession, professionals in the health sector, workers in the service sectors, managers, supervisors, and a host of professional categories. He forever changed the profile of trade union representation in Jamaica.

It is to his great credit that in an era when trade union rivalry was at its apex, many competing unions sought and secured his counselling and advice.

He willingly sat around many bargaining tables in support of other

Continued on Page 10

THE MOST HON. HUGH LAWSON SHEARER ON, PC, OJ, LL.D (Hon).



File photo: The Most Hon. Hugh L. Shearer (centre) is flanked by the Most Hon. P.J. Patterson (left) and the Most Hon. Michael Manley (right).

THE MOST HON. HUGH LAWSON SHEARER, politician, trade unionist, third Prime Minister of independent Jamaica has departed us after a career of over half a century in public life.

Jamaican history will remember this giant of a man as one who dedicated himself to the service of his country in the field of trade unionism. Although politics claimed him, and rewarded him with the highest honour of Prime Minister, it was the welfare of the Jamaican working class that was his lifelong concern. He championed the cause of workers' rights and their well-being at the workplace and concerned himself with improving their general welfare. He pursued these goals using representational politics and trade unionism as the levers of social change.

By the time of his retirement, he had become an elder statesman, a beloved icon of the union movement, founding president of the Joint Trade Unions Research Development Centre and the Joint Confederation of Trade Unions. His philosophy of "malice towards none", seasoned with a legendary sense of humour earned for him, the affection of his peers and the admiration of the nation.

The PEOPLE'S NATIONAL PARTY (PNP) joins the nation in mourning the passing of the Most Honourable Hugh Lawson Shearer, O.N., P.C. May his soul rest in peace.

TRELAWNY CO-OPERATIVE CREDIT UNION

sends condolences
to the family of



The
Honourable
**HUGH
LAWSON
SHEARER**

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Tribute to The Most Honourable Hugh Lawson Shearer, O.N., P.C., O.J., LL.D. (Hon.)

The Most Honourable, Hugh Lawson Shearer, O.N., O.J., P.C. has had a long and distinguished career as a Journalist, Trade Union Leader, Councillor, Member of Parliament, Diplomat, Minister of Government, Deputy Prime Minister, Prime Minister.

When I was appointed Minister of Labour in 1989 I was assured by the then Prime Minister, The Most Honourable Michael Manley, that both employers and unions would have confidence in me, and advised that I should always keep in close contact with Mr. Shearer.

I spoke with Mr. Shearer and he became an advisor and source of inspiration during my tenure as Minister of Labour.

To me, he was not only President of The Joint Confederation of Trade Unions and The Bustamante Industrial Trade Union but also an advisor, friend and confidant.

We shall always remember the great generosity, sound advice and professionalism that he brought to that ministry.

He always compelled our respect and admiration.

Beyond that, I highly value our long-standing friendship and so felt at ease drawing on his wisdom on matters of local governance.

Mr. Shearer has been undoubtedly one of the favourite sons of Jamaica. A classification that few men have achieved. Primarily because, in this deeply divided society, it is not a designation that is easily given by the public. It is not an honour that someone can recommend you for, it cannot be bought; it has to be earned in the eyes and hearts of the Jamaican public. But I Hugh Shearer had it bestowed upon him, by Jamaicans from all walks of life. His belief in the capacities, rights, and

dignity of working people was steadfast. That orientation guaranteed his commitment to none but principled transactions.

He had a passion for trade union unity. Thus, he marketed the idea as the basis of social trust and the foundation for stability and economic development.

WHAT ACCOUNTED FOR THIS DEVELOPMENT?

Possibly it was because Mr. Shearer at all times during his life, and regardless of the position he held, had consistently sought to be the voice of moderation.

He consistently sought to mediate and reconcile differences between individuals and groups. He at all times took steps to ensure that the cooperation of individuals led to the resolution of problems. He was one of Jamaica's foremost builders of bridges, across the divides of politics, class, religion and race.

Hugh Lawson Shearer was a peacemaker in a society long used to acrimony and contention.

It was those qualities, that when complimented by his accomplishment as a trade union leader, and his success at all levels of government that helped to explain his designation of favourite son of Jamaica. When one adds Mr. Shearer's engaging and endearing personality to all those other factors, it is clear why the public readily acknowledged him as one of Jamaica's favourite sons.

Nowhere was his commitment to overcome differences, in the interest of the nation better demonstrated than in his long-standing working relationship with the late Michael Manley. Whether it was their work in the trade union movement, on behalf of the workers of Jamaica, of the Caribbean or in the political arena or on issues of government and governance, they established a cordial and successful working alliance.

One can only speculate that somewhere in the after life they jointly are representing some great cause - Michael the advocate and Shearer the mediator.

We can with all sincerity proclaim that Hugh Shearer spent all of his life endeavouring to move this nation and its citizens towards a better future. We can further proclaim that at all times he did so with grace, humour and dignity.

We are indebted to him for that fact. His tasks are finished. He has performed them to the best of his ability. It is history's role to assess his life's work. We will miss him, because we are confident that this favourite son has had a generosity of spirit that will be hard to replace.

The nation has lost one of its favourite sons. I would like to extend my condolences to his wife, family, his friends and colleagues.

THE NATION RIGHTFULLY MOURNS HIS LOSS.

The Hon. Portia Simpson Miller
Minister
The Ministry of Local Government, Community Development & Sport





HUGH SHEARER TRIBUTE

The life and work of Hugh Lawson Shearer

HUGH Shearer, the politician and trade unionist who died on July 5, aged 81, had from early staked out a life in public service and served his apprenticeship to Jamaica's most towering of political figures, Sir Alexander Bustamante, the founder of the Bustamante Industrial Trade Union (BITU) and the Jamaica Labour Party (JLP), both of which Shearer came to lead.

But unlike Bustamante, outgoing, domineering and gregarious, Shearer brought to his politics a subtler, calming style as well as a personal charm that often masked a sharp intellect and a tough spirit.

Hugh Shearer, too, was the ultimate team player, as was to be attested to by Edward Seaga, the man who replaced him at the helm of the JLP and who, it is widely held, played no small role in prising Shearer out of the post of political leader of the JLP.

Not only did Shearer agree to serve as second fiddle to Seaga in the JLP Government of the 1980s, he did so with graciousness and integrity, those who were involved say. He never publicly said anything negative about Seaga.

Indeed, in 1993, after Shearer had lost his parliamentary seat for Clarendon South East and was retiring from active politics, Seaga heaped great credit on his former colleague for his own achievements.

"I would not have achieved what I have achieved without his very valuable assistance," Seaga said.

But perhaps Seaga's most poignant testament to Hugh Shearer came that same year in a speech at the JLP's golden jubilee dinner. Said the opposition leader: "No political leader in this country has enjoyed more genuine affection and bi-partisan support in political life. He was the prototype of the elder statesman."

Shearer was born in Martha Brae, just outside Falmouth in Trelawny on May 18, 1923.

He received his early education at Falmouth Elementary School and in 1936, having won the Trelawny parish scholarship, moved to the now defunct St Simon's College in Kingston.

In 1940, Shearer, then a tall, lanky lad of 17, joined the staff of the BITU to work as a trainee journalist on its newspaper, the *Jamaica Worker* - then edited by the future labour minister, L G Newland. Shearer himself was to later become the editor of the paper.

Shearer was also drawn to the wider activities of the BITU and into the labour and political activities of Bustamante. And neither did the efforts of this bright, enthusiastic young man escape Bustamante's attention. Indeed, Bustamante was to eventually take Shearer under his wings.

In the 1944 elections, Jamaica's first under universal adult suffrage, Shearer, then 21, campaigned on Bustamante's behalf in West Kingston. Bustamante and the JLP won.

Shearer was soon becoming a familiar figure at Bustamante's side, clearly the old man's prodigy. In 1947, just three years after becoming a member of the organisation, and still in his early 20s, Shearer was appointed assistant general-secretary of the BITU. That same year, in his first outing on the political hustings, he won a seat in the Kingston and St Andrew Corporation, the capital's local government, representing a division in Central St Andrew. He served as chairman of the KSAC's Public Health Committee.

In 1948, he was awarded a Colonial Development and Welfare Trade Union Scholarship to study trade unionism, returning to Jamaica a year later in time to be a candidate in the 1949 general elections, running in the West Kingston seat that had been vacated by Bustamante.

Shearer was defeated by the People's National Party's (PNP's) Ken Hill, but two years later was appointed to the Legislative Council, the precursor to the present Senate. At the same time, Shearer continued to make great strides in the BITU. In 1953, he was named island supervisor, and in 1960, vice-president to Bustamante. But he was now *de facto* boss of the union, with the aged Bustamante remaining its titular head.

In 1955, the PNP defeated the JLP in general elections but this time Shearer won his own seat in the House, further propelling him to the centre of Jamaican political life and the swirling events of the coming years.

For instance, he was to be an important figure in the West Indies Federation elections of 1958 in which the JLP won, and in the 1961 referendum in which Jamaicans, at the urging of the JLP, decided to pull out of the federation.



SHEARER... a political leader of the highest calibre

So, too, he played an important role in the 1962 general election that was won by the JLP, out of which Sir Alexander became the first prime minister of independent Jamaica.

Shearer was appointed to the Senate and named a minister without portfolio and the leader of government business in that chamber.

He was also named Jamaica's deputy chief of mission to the United Nations, a position he held until 1967 and was the person who, in 1963 proposed that 1968 be designated International Human Rights Year.

In the general election of 1967, in which the JLP retained the government, Shearer was again into competitive politics, contesting the South Clarendon seat that had been held by Bustamante, who by now had retired from public life, but as in the case of the BITU, remained the titular head of the JLP. Having won his seat, Shearer served in the Government now led by Sir Donald Sangster.

But he was soon to be rapidly propelled by events. JLP and union sources say that as the ultimate team man, Shearer had resisted efforts to push him into a contest with Sangster to lead the JLP's parliamentary party and thus to become prime minister.

But after a mere three months in office Sangster, who had previously acted as prime minister, became ill and was taken to Canada for treatment. He died in a Montreal hospital in March 1967. Shearer, 44 at the time, had accompanied Sangster to Canada.

Shearer came back to wild speculation over who would become prime minister, and it is reported that he narrowly won among his parliamentary colleagues on the second ballot, and not without the influence of Bustamante being brought to bear on the final vote. On April 11, 1967 at King's House, Shearer was sworn in by the then governor-general, Sir Clifford Campbell, as Jamaica's third prime minister.

It was to be a turbulent tenure as Jamaica's leader.

The country was enjoying a period of rapid economic growth, but was in a period of social ferment. The black power movement and other left-leaning ideologies were finding expression in Jamaica.

Shearer's Government was soon on a collision course with these emerging social forces. In 1968, for instance, the Government prevented Guyana-born historian, Dr Walter Rodney, a lecturer at the Mona campus of the University of the West Indies (UWI), from returning to Jamaica after a trip to Canada. This led to riots in Kingston. At the same time, left-wing and black power books were banned.

Shearer took most of the blame. He was also criticised for allegedly encouraging police brutality with strong law and order statements in an effort to tackle rising crime.

These events coincided with the emergence of Michael Manley, a suave, articulate firebrand as leader of the PNP. Like Shearer, Manley came through the trade union movement. He was a distant cousin of Shearer and both were fast friends.

But on the political field, Manley gave no quarter. Manley maintained devastating attacks on the Shearer Government, which he defeated in the

HUGH SHEARER TRIBUTE



general election of 1972.

Shearer was to serve two years as leader of the opposition, but there was constant sniping of his handling of the party and several indirect challenges to his leadership. Seaga, who had announced that he was giving up politics for a time in order to write a book, was among those in the foray against Shearer.

The attacks clearly became too much, and on September 30, 1974, Shearer announced his intention to step down as the political leader of the JLP. He would not seek re-election at the party's conference the following November.

According to Shearer, he made the decision because of the "increasing volume of work required in the new programme mapped out by the JLP's national campaign" as well as his own work load in the BITU.

"It will not be physically possible for me to continue to carry the responsibilities of leadership involved for both organisations, to cope with the programmes which have been designed," Shearer said. He made no mention of the attacks on his leadership.

Shearer continued to be among the leading lights in the trade union movement and in 1977, at the death of Bustamante, was elected president-general of the BITU and played a major role in bridging the old divide between Jamaican trade unions.

Indeed, perhaps more than anything else, Shearer was a trade unionist. His politics was substantially about advancing the interests of those who were served from his trade union base.

"We maintain that no development that is of total satisfaction can take place unless the development contemplates and takes into account and provides for working class interests," he said in one of his speeches as prime minister. "Trade unions, representing as they do, the mass purchasing power of the country, must have a voice in the economic directions of the government's policy."

The year 1980 also saw the return of Shearer to active politics, but now working under the leadership of Seaga.

With the JLP's victory in the turbulent election of that year Shearer was appointed deputy prime minister and minister of foreign affairs. During the JLP's nine years in office, his legendary negotiating skills were several times brought into play to help the Government out of sticky situations, not least of which was the general strike of 1985.

His skills were also highly regarded on the international scene, especially in the negotiations for the Lome accords between the African, Caribbean and Pacific group of countries and the European Union and at the United Nations Law of the Sea Convention, whose headquarters, the International Seabed Authority, is in Jamaica.

In the political turmoil of the 1970s and 1980s, Shearer maintained a close relationship with Manley and was often said to be an important conduit through which information on sensitive issues could be channeled. Moreover, even when he maintained an active involvement he appeared to always be above the fray.

At that 1993 JLP jubilee dinner, Professor Rex Nettleford, a trade union researcher and man of letters, described Shearer as "one of the primary shapers of our history, a political leader of the highest calibre and above all - a patriot".

But others say that those attributes revolve around people's trust for Shearer. It was bankable.

And that perhaps is what Shearer would want to be his epitaph. For it was the point he made in response to the praises heaped on him that night.

"If Shearer gives you his word, you can go to bed and sleep on it," he said.

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He will walk tall among our ancestors

BY DANNY ROBERTS
Chairman, Michael Manley Foundation

FOR Hugh Lawson Shearer, his death is not extinguishing the light, it is putting out the lamp in the welcoming of a new dawn. It is a dawn which we hope will bring out the *summum bonum* of the people, to counsel hope and eschew despair. For in his sleep of death he has summoned a nation to dream of peace, to understand the value of the human person, and to recognise that life is eternal and love is immortal.

The Michael Manley Foundation, in paying tribute to Hugh Lawson Shearer, recognises that in him life comes with wisdom, and with wisdom comes the courage to live his life selflessly.

It was Cicero who once said that in nothing do men more nearly approach the gods than in doing good to their fellow men. Hugh Lawson Shearer exemplified this, and along with his close friend and confidant Michael Manley, shared a

passionate belief that the welfare of the people was the ultimate law, and that the doctrine that favours the right of all men as equal is the only basis on which to guarantee a renewed sense of political obligation.

It is not the adversity that Hugh Shearer faced that was the true test of his character, but the gentle way in which he discharged the power he held. He moved among kings, but always displayed the common touch.

Hugh Lawson Shearer will undoubtedly walk tall among our ancestors, and we will find no better way to pay homage to him than when, as a people, we canonise the love and respect for each other, show tolerance and understanding for others, and act with civility in the conduct of our affairs.

Hugh Lawson Shearer was a man who lived with sincerity and saw no duty more obligatory than the generosity of spirit and kindness which he showed to others. His warm and infectious personality endeared him to all.

As prime minister, Mr Shearer's legacy can stand the scrutiny of time. He played an important role in the shaping of a nation and in laying the foundation

for the building of a society. On the international stage, Mr Shearer's advocacy on behalf of the poor and dispossessed echoed in the corridors of international forums.

As a trade union leader, Hugh Lawson Shearer will be remembered for championing the rights of workers. He worked tirelessly to secure decent work for employees, and even while defending their cause of labour, never hesitated to teach them the importance of accepting the responsibilities and discipline which accompany these rights.

In later years he was to partner with his wife, Dr Denise Eldemire-Shearer to provide practical support to senior citizens and bring meaning to their lives. His was a life in which he freely gave of himself and touched the lives of so many.

Like the Michael Manley Foundation, a foundation stands in his name and bears testament to his work and ideas and how best to represent the views he held. There are practical ways we must find to further the work of Mr Shearer and perpetuate his memory.

Thomas Paine's quote best sums up the measure of the man when he said that 'I love the man that can smile in trouble, that can gather strength from distress, and grow brave by reflection.' 'Tis the business of little minds to shrink, but he whose heart is firm, and whose conscience approves his conduct, will pursue his principles unto death.'

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HUGH SHEARER TRIBUTE

Continued from Page 7

trade union organisations. On many occasions, professional organisations, including the Jamaica Police Federation, were only able to secure adequate benefits for their members because of his interventions and representations.

It was not surprising, therefore, that when the major trade unions in Jamaica sought to unify the movement, Hugh Shearer was unanimously elected as the first president of the Jamaica Confederation of Trade Unions.

As a trade union leader, Hugh Shearer's concerns went far beyond the bargaining table. He

saw the worker not as a mere factor of production but as a member of the society at large.

He recognised that the workers' needs transcended mere wage and fringe benefits support. Life for the workers, he often stated, included what happened to them away from the bargaining table. He gave great attention to the social needs of those for whom he spoke.

He accepted that true fulfilment of the workers' lives demanded constant renewal of their skills. To this end he was an unrepentant crusader for the education and training of trade union members. He believed in the value of training, retraining and

A man of distinction

skills development. He would never sign a collective agreement unless it included provisions for worker training, both on and off the job.

His sense of the future ensured that he did not ignore the workers' children in his quest for development. Today, hundreds of skilled Jamaicans: doctors, lawyers, engineers, scientists and other professionals, were trained as a result of agreements he negotiated with the employers in the sugar industry, on the waterfront and other sections, for the children of the workers.

It was a concern and an objective he was to pursue with vigour later on as a political representative.

He was first exposed to the cut and thrust of political life as he campaigned alongside Sir Alexander Bustamante during the 1944 election in Western Kingston.

In 1947, he won the Central St Andrew seat on the Kingston and St Andrew Corporation council.

In the 1949 general elections, he unsuccessfully contested the Western Kingston seat, losing to Ken Hill. But in 1955, he was elected to the House of Representatives for the same constituency, West Kingston, in which he was previously unsuccessful. He

held the seat for one term.

Appointed to the Senate in 1962, he held the portfolio of leader of government business and minister without portfolio.

He was also deputy chief of mission for Jamaica to the United Nations General Assembly. There he represented Jamaica in the corridors of international relations with distinction.

History will recall that in 1963, Hugh Shearer proposed that the United Nations designate an international year of human rights. In making the proposal, he stated:

"The United Nations can and must serve as the instrument for bringing about the peaceful solutions of all human rights problems.... It must seek co-operative methods of curing the denial of human rights whenever and wherever such conditions persist."

This proposal was accepted by the UN and, ironically, when Hugh Shearer was prime minister, the year 1968 was declared as the International Year of Human Rights. To mark the occasion, Prime Minister Shearer announced that Jamaica would provide a prize to honour the person who best advanced human rights as determined by a selection committee. The world had just lost its foremost human rights champion, Martin Luther King Jnr, who had been assassinated. He was selected, and the prize was received in Jamaica by his widow, Coretta Scott King.

As a man who had achieved much in his adult life up to that period in the service of others, his national crusade began to assume international proportions.

He made many valuable presentations to the world body on behalf of the government and people of Jamaica. He spoke on many urgent and vital issues and concerns:

and great honour

- the prices of our primary products;
- the need for the establishment of fundamental freedoms;
- the rights of refugees;
- the right to asylum;
- the terms of trade for developing countries;
- the defeat of hunger, poverty, ignorance and disease in developing countries;
- antagonism among different races;
- the end to the arms race;
- the abolition of nuclear testing;
- the need for international capital investment in developing countries.

He was a worthy ambassador for Jamaica. After the general election of 1967, he was elected member of parliament for the constituency of South East Clarendon, previously held by Sir Alexander Bustamante.

He was appointed minister of external affairs in the new government.

For 22 years he dedicated himself to the task of constituency representation. He had a particular concern for the future of young people. He spared no effort nor expense in ensuring the quality of their education. He paid particular attention to their acquisition of technical knowledge and education. He put to practice what he believed by giving considerable support to that outstanding institution, Vere Technical, in his area.

As he himself said:

"...there is a need to emphasise technical and vocational training in the schools as well as in the industrial training centres so that Jamaica would be guaranteed a trained labour force."

In the same year, 1967, he was sworn in as prime minister of Jamaica, after the death of Sir Donald Sangster, Jamaica's second prime minister.

As prime minister, Hugh Shearer advanced his interest in education by taking a great leap forward. In his tenure as prime minister, 60 new secondary schools were built, doubling the number of secondary schools in Jamaica. By this it was possible to more than double the number of students who could be admitted to secondary schools after leaving primary schools, rather than merely waiting out their time in all-age schools until they were 15 years of age. Many thousands of young people were now able to receive a secondary education which led to greater advancement in their lives and the creation of more skills for the nation.

We will always remember that it was his initiative to seek the establishment of the headquarters of the Law of the Sea in Jamaica, which, with continuing support, thereafter, from Dudley Thompson, foreign minister in the government of the People's National Party, led to the eventual decision to site the headquarters in Jamaica.

At the time that he presided as prime

minister over the affairs of Jamaica, the country reached its peak economic performance. Jamaica became the fastest-growing country in the developing world. The economy was not only strong; it was buoyant. Jamaica was being referred to as the "Jamaican miracle".

For a life full of performance and service, Hugh Lawson Shearer received many accolades and honours.

In 1968, he was accorded the honorary doctorate of laws by Howard University.

In 1969, he was made a member of Her Majesty's Privy Council.

In 1990, he was awarded the high honour of the Order of Jamaica. In

December 2002, he was bestowed with the new honour reserved for prime ministers, the Order of the Nation, the second highest order of the country.

In 1994, the University of the West Indies conferred on him a doctorate.

He has been honoured by the Kingston and St Andrew Corporation and the Joint Trade Union Research Development Centre.

Many foreign governments, including Liberia, Venezuela and Colombia, have bestowed upon him their highest honour awarded to foreign citizens.

Today, the people of Jamaica pay their respects, through their elected representatives to Parliament, to the life of the Most Honourable Hugh

Lawson Shearer who passed away on July 5.

On behalf of the Opposition, I wish to record our sincere appreciation to this man of much distinction and great honour who has bequeathed to us a life full of achievement, characterised by not only what was accomplished, but how: with humility, consensus and a broad smile, even oftentimes raucous laughter as a final touch.

May these characteristics be a model bequeathed by him to us as the legacy of his life.

To his beloved ones.... may they be spared the sorrows of their bereavement, leaving only memories of happier days.



HUGH SHEARER TRIBUTE

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He left a legacy of unity in the labour movement

BY HOPETON CAVEN
General-Secretary
Trades Union Congress



The Trades Union Congress, like all well-thinking Jamaicans at home and in the Diaspora, deeply mourns the passing of Hugh Lawson Shearer, the acknowledged doyen of the labour movement.

Seldom can there have been combined in anyone of such towering stature and high accomplishment, the becoming virtues of humility, tactfulness, devotion to the advancement of the working classes and love of country, as they were in that great gentleman.

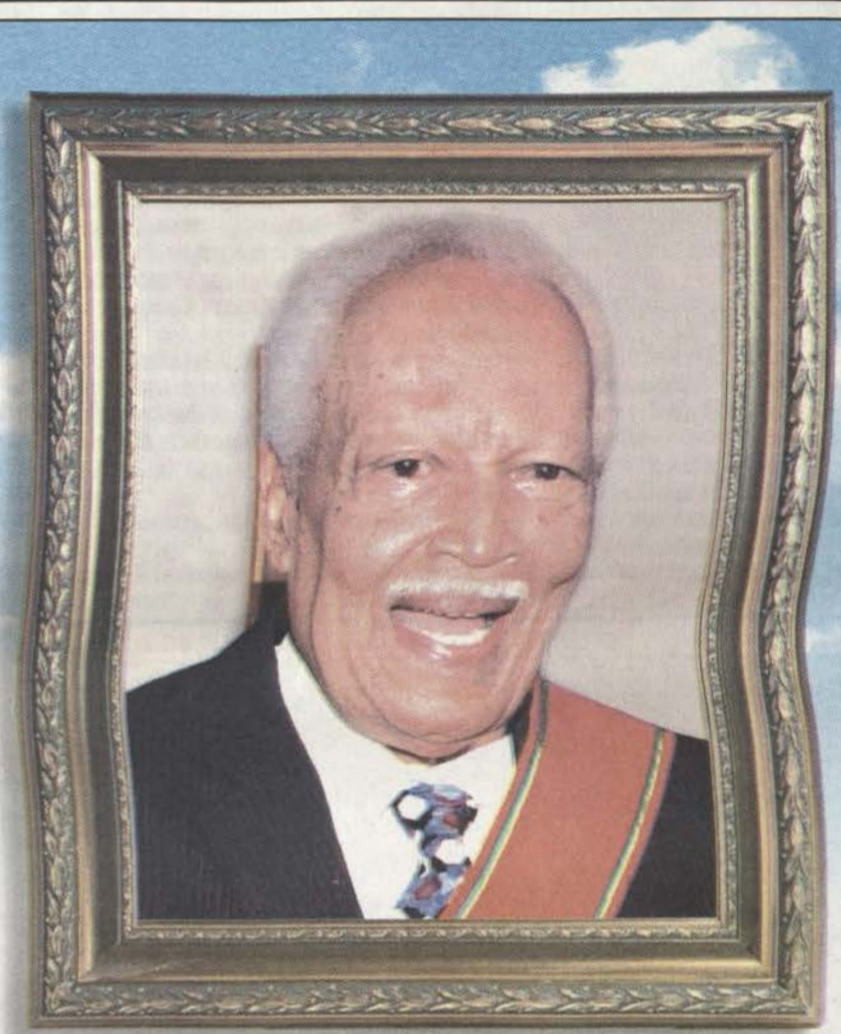
Others will rightly extol his formidable contributions to domestic and regional politics: his role in winning enduring respect for Jamaica's voice in foreign affairs and the establishment of hemispheric institutions, no less. But for us, his great monument will ever remain the legacy of tenacious and devout embrace of the principle of unity in the labour movement.

For, as he insisted tirelessly, a unified movement will inevitably draw more and more disadvantaged workers under the protective umbrella of collective bargaining, whilst, divided, we should continue the wasteful enterprise of tribal rivalry. His unanimous election as first president of the Jamaica Confederation of Trade Unions is testament to the success of his exertions. The growth in its membership and the inclusion of trade unions once considered maverick outfits, is further evidence still. And though much remains to be done in cementing its fledgling foundations, we who are left to defend the principle will honour his memory and noble example, by striving to organise those still floundering outside the net of union representation.

We recall with unqualified admiration the skilful manner in which he deployed his considerable intellectual powers as negotiator, as well as the purposeful way in which he championed the cause of the working classes; those in the cane fields in particular. By day and by night.

In this regard, the Trades Union Congress takes pride in its association with Hugh Shearer and the Bustamante Industrial Trade Union, and Michael Manley and the National Workers' Union in the epic struggles of the 1950s and 60s. We shall not forget.

As the nation mourns the passing of a truly illustrious son, a unique and remarkable personality, a gracious leader of undoubted grit, endearing style and uncommon generosity, on our union's behalf, as well as my own, I express especial condolence to his widow Denise and family. As for me, I may have lost the society of a dear friend and colleague, but I retain the treasure of our capital, the working man's capital: comradeship.



" I have to live with myself, and so I want to be fit for myself to know; I want to be able as days go by, Always to look myself straight in the eye. I don't want to stand with the setting sun And hate myself for the things I've done."

Edgar A. Guest

This was the philosophy that guided this truly venerable man.

The Most Honourable Hugh Lawson Shearer, O.N., O.J.

For your contribution to the Nation, we thank you.

May you enjoy your well earned rest.

The JAMB Family



HUGH SHEARER TRIBUTE

BY SENATOR DWIGHT NELSON
Vice-President
Bustamante
Industrial Trade Union
President Jamaica
Confederation
of Trade Unions



one of his favourite restaurants enjoying a meal satisfying to him; he was, after all, a connoisseur of fine food.

At an early age he demonstrated the concerns for the poor and deprived. As a primary school student at the Falmouth Government School he often walked the one-and-a-half-mile journey to and from school. Many of his schoolmates often attended school without shoes. He would often take off his shoes as he walked with them, a demonstration of solidarity and equality.

He often spoke matter-of-factly of his winning the Trelawny Parish Scholarship to St Simons College, never once boasting of the achievement. In those days, only one such scholarship was offered to each parish.

He often expressed gratitude to former minister of labour Lynden Newland for employing him as a trainee journalist at *The Jamaica Worker* after he graduated from St Simons in 1941.

One of his duties at the newspaper was to take the paper during the period of Sir Alexander Bustamante's detention, to the representative of the British Government on Chisholm Avenue for censorship. He would then take the censored publication down to Luke Lane at a printery then managed by Frank Hill for printing, after which Lady Bustamante would take the paper to Up-Park Camp for Sir Alexander.

One day he asked Newland if he could write an article for the paper. It was an article questioning the justification of Bustamante's detention. It was a well-written article shown to me by Richard Hart during a visit to Jamaica about five years ago.

Lady Bustamante recalls the occasion in her memoirs -

"I remember one occasion when I took a

How I remember

copy of the paper to Busta in detention, he began reading an article on the front page. 'Who wrote this?' he asked, knitting his brow. I tried to brush the matter aside and replied offhandedly, oh, it is only a little youngster who has just started with the union. But Busta kept on the subject. 'How much do you pay him for this work?' Ten shillings a week, I replied. To this Busta responded, 'Give him 16 shillings. I can see something in him'. And he chuckled."

It is a story Hugh Shearer has repeated on many occasions with unreserved pride and glee. "Imagine! A 60 percentage increase!" he would exclaim, then burst into paroxysms of uncontrolled laughter.

One can safely assume that this was the genesis of his meticulous approach to writing his speeches and preparing his presentations for the bargaining table.

It certainly was the beginning of a lifetime of dedication to the cause of the Jamaican workers.

Much has been written in recent days on Hugh Shearer's contribution to the social, economic and political development of the Jamaican society. As he himself would proclaim - this is a matter of record.

As a trade union leader, his concern for workers transcended workplace boundaries. He was among the first to recognise that workers must be viewed not simply as factors of production but as members of the wider society. He was determined to ensure that workers were educated and trained in preparation for a more expansive role in the

productive process. Indeed he was committed to the creation of an educational system, which catered to the needs of the country. In 1969 he declared: "There are many ways of measuring the progress made by a developing nation. These include economic assessments such as its annual percentage increase in per capita income, gross domestic product, national income, investment and employment opportunities, as well as the increase of exports in relation to imports, and other silent factors, which contribute to economic growth. "One of the most important measures of assessment in development, however, is the pace of the increase in educational opportunities; and in the case of recently independent countries, the pattern of change which takes place in the educational context, to fit the citizens into the national conditions that new status and new ambitions demand."

"The system of education in Jamaica before Independence was one in which we were taught to look at our country through the eyes of others. The stories of the kings and queens, and dictators of other countries, their heroes, their poets, and their artists were extolled to us and glorified. We knew how to find London, New York, Berlin and Paris on world maps, but the child in Morant Bay had to search before he found where Lucea was on the map of Jamaica. We were taught about the deeds of General Venables, Admiral Penn, Sir Henry Morgan, Lord Nelson, and Admiral Rodney, because they saved Jamaica from French and Spanish tyranny and kept us British; they were our

Hugh Shearer

heroes. Robin Hood was a hero in our eyes, while Three Fingered Jack was a common crook. Men like Paul Bogle and George William Gordon were traitors. Alexander Bustamante and Norman Manley were rabble rousers because they raised the expectations of the masses, and Marcus Garvey was a drunken dreamer with visions of black people having pride....In short, the educational system was designed to make Jamaicans look abroad for inspiration, and be dependents of developing nations." - (JIS Publication, 1969).

His conviction that education and training were two of the major prerequisites for national development was one to which almost all other considerations were subordinated and directed. His outlook, however, was broader-based than mere classroom experiences. He stated: "It is important to teach the youth to read and write, and to understand. It is important to provide youth with skills and professions. But it is also important, and necessary, to broaden youth's experiences, to enlarge youth's interest and to mould youth into becoming better and more useful citizens."

The *Star* newspaper of August 5 1971 reported: "A totally educated population will be our greatest asset," declared Prime Minister Hugh Shearer last night as he told the 20th Assembly of the World Confederation of Organisations of the Teaching Profession (WCOTP), at the National Arena.

His recognition of the important role of teachers was never hidden. He expressed grave concern at the lack of recognition given to them

by the society, by employers and by parents. "Teachers all over the world are also rightly concerned about their status and conditions of service as teachers. They are concerned with recognition given to them by society....because this recognition certainly influences their effectiveness and efficiency in their most important role, which is the imparting of knowledge and the essential qualities of living in society to their students."

Speaking to the JTA's "Golden Torch Award" Ceremony in July 5, 1995, he stated: "We have to put adequate investment in education - at kindergarten, primary, secondary, technical and tertiary levels." "Adequate" means, salaries; allowances, and other provisions and opportunities to attract and retain recruits with commitment to the teaching profession, to the students and country at large. "Adequate" includes accommodation, equipment, a vision for retirement period of teachers, who, like others in our country, have to face future years with declining pension value.

His acceptance that education for the developmental needs of Jamaica meant more than reading, writing and arithmetic is explanation enough for his emphasis on technical and vocational training. Hugh Shearer had a deep and abiding dedication to the improvement of this aspect of the learning process.

"It has taken a very long time for Jamaica to accept, on a national basis, the importance and value of technical and vocational education. In previous years, Jamaicans placed a very high

HUGH SHEARER TRIBUTE



premium value only on the social prestige of providing their children with an academic education that trained them primarily for professional employment."

In November of 1968, as he officially opened Technical and Vocational Education Week he stated: "National development was not only a question of constructing roads, bridges and buildings. Development must also take into account the human element in relation to the society and the social needs of the future. The fact is that Jamaica will need new ideas, new concepts and new techniques and these can only be arrived at by ensuring that our young people are trained to meet the needs of the future."

Speaking on the reluctance with which the society accepts technical education, he blamed the lack of acceptance on the Colonial Education System.

"Our education system, created as it was by our previous imperial rulers, provided this country with thousands of clerks who were crammed with the impersonal knowledge of the lives and times of the Normans and Stuarts and Tudors, the wars of the Roses, and the battles such as those of Hastings and Trafalgar."

He added that this system denied the opportunity of acquiring skills. The result was that young men leaving elementary school "would purchase hammers and chisels and call themselves carpenters, some would purchase spanners and wrenches and describe themselves as mechanics and others purchased scissors and gave themselves the grandiose titles of either master tailor or tonsorial artists."

These factors, Mr Shearer said, meant, "Jamaica's recent development spurt was starved early... by the lack of trained personnel". He said that the emphasis on



SHEARER... the architect of trade union unity technical and vocational training in the schools, as well as the upgrading of skills in the Industrial Training Centres, meant that "Jamaica is on the threshold of having a trained labour force, which is vitally necessary if the country is to sustain its economic growth". This perhaps explains the consuming interest he displayed in Vere Technical High School

Continued on next page

Tribute to
Hugh Shearer

The Most Honourable Hugh Lawson Shearer, ON, PC, OJ, LLD (Hon) was a master negotiator, an exemplary leader, ahead of his time. He bore no grudge or ill will. He was a man of the people and an excellent communicator who always represented the interest of workers strongly but never failed to recognise the importance of capital. Hugh played a substantive role in the promotion of management and labour co-operation. The Jamaica Employers' Federation (JEF) admired his ability to dine with kings and yet not lose the common touch.

He was a gentleman who never failed to show compassion toward workers. The JEF owes a great deal to his legacy as he demonstrated just how to bring peace and harmony to every discussion as a politician, a trade unionist, but most of all as a Jamaican who gained outstanding respect on the world stage as his life's work was dedicated to advancing the lot of many. His memory will live on as someone who fought for continued improvement. The JEF promises to honour the 'Shearer' principles knowing that Jamaica can become a more socially responsible and competitive country.

The JEF extends heartfelt condolences to the members of the Trade Union Movement, his widow Dr. Denise Eldermire Shearer, his children and indeed his entire family.

THE JAMAICA EMPLOYERS' FEDERATION

TRELAWNY CHAMBER OF COMMERCE

Salutes a true Jamaican Hero

The Right Honourable
HUGH LAWSON SHEARER

Son of Trelawny
A Man of Humility and Sincerity
May you rest in Peace.

Water Square, Falmouth Trelawny
Tel: (876) 954-3274/395-9814

Tribute to the Late
Hugh Lawson Shearer

The Nurses Association of Jamaica regrets the passing of the Most Honourable Hugh Lawson Shearer on Monday, July 5, 2004. The Honourable Hugh Shearer has been very supportive of the NAJ and gave unstintingly of his Labour Relations expertise. This veteran trade unionist blazed a trail that very few have attained. His work in the labour arena and his very beautiful persona will long be remembered.

To his wife, Dr. Denise Eldemire-Shearer and other family members and associates, we offer our sincere condolences.

God Bless You.

The Most Honourable Hugh Lawson Shearer

"A Giant Among Men"

Hugh Lawson Shearer was No Ordinary Man- He was a Giant among Men. Champion of the rights of the working class, trade unionist par excellence, a decent and genuine man whose love for his country has not been surpassed.

You will be greatly missed.

KINGSTON WHARVES LIMITED



HUGH SHEARER TRIBUTE

Continued from Page 13

during his tenure as member of parliament for South East Clarendon.

Hugh Lawson Shearer demonstrated an acute awareness of the future. He spoke on many matters, which reinforced this conviction.

On international trade and the effects of globalisation he was relentless in his pursuit to ensure that the Jamaican worker and employer were prepared for this phenomenon. "Our domestic workforce must also be prepared for the challenge of international competition. They must be equipped with the skills and competencies that are needed for competition. They must have the ability to use and master the latest computer technology. They must be numerate and literate. They must have the attitudes and work ethics that are needed in the global and development," he said.

Addressing an Institute of Management luncheon in 1995, he said: "I believe... that once we have recognised the reality of the situation, we need to structure a strategic action plan for our trading future. The plan must be private-sector driven. To have any useful effect it must reflect the needs and programmes of the various areas of economic activity in the country. It must be approached sector-by-sector and product-by-product. This is a situation where the buck falls squarely on the company that stands to win or lose. Our success will, however, depend on our level of preparedness. I propose that the various collective private sector institutions that will

How I remember Hugh Shearer

be affected by the new trading arrangements should be more proactive. I suggest that it would be of value for the private sector to seriously consider researching product-by-product, sector-by-sector and preparing a trade policy position which would be constantly under review and take account of all the developments that are taking place internationally.

"Only in this manner can we generate greater wealth for our nation and craft a better quality of life for our children. I do not see that we must agree that our children deserve more of a legacy than an epitaph on this generation of Jamaica business people that reads, 'They were taken by surprise.'"

Speaking to workers in Trinidad in 1994, he declared: "Against the background of these developments, the union must put more emphasis on training for employees and management, for improvement in quality and quantity of goods and services... to cope with competition... The harsh reality of today's trade exposes us to the relentless forces of competition. We must examine... how best to deal with this situation... This must be approached on several levels, including market access, productivity, human resources development, and competitiveness."

He shared a passion with his friend and colleague Michael Manley for greater

participation of workers in the equity of their workplaces. Speaking at an ESOP seminar in July 1995, his position was unmistakable: "ESOP represents an opportunity for the relationship between workers represented by their unions and management to take on a new quality. For ESOPs to be successful and have a positive impact on productivity, management and workers will have to put aside old distrusts. It will now be in the interest of management and workers to, for example, reduce waste and absenteeism at the workplace."

"ESOP can bring social and economic benefits to enterprises if the required attitudinal changes occur on the part of management and workers. We in the labour movement are willing to play our part to achieve these benefits for our members."

On the economy he spoke convincingly on subjects such as Job Creation, Economic Growth, Productivity, the effectiveness of the Public Sector and Social Partnership.

He was indeed the architect of trade union unity. "It is a good thing for Jamaica, for the workers and their families in particular, that the trade union movement has developed into a confederation of public and private sector workers' union and that competition for membership, and the raiding of the other unions' membership has ceased."

Many have described him as a man of impeccable honour, one who demanded excellence from all who sought to serve. He eschewed mediocrity and was unapologetically intolerant of those who sought office

yet failed to act responsibly. To him it was a matter of integrity and respect.

Those who know him well will categorically state that once he gave a commitment, he honoured it, come what may: His word was his bond.

While we laud Hugh Shearer's exemplary public contributions, we should not forget the depth of his humanity and kindness to others. Too often we are privy to the public responses and reactions of our leaders, yet we remain ignorant of the real being. As Brenda Black in a newspaper tribute stated: "Greatness is not found in possession of power of prestige, it is discovered in goodness, humility, service and character."

Paula Powel, writing in her column, *Pure Class*, reminds us that all his responses underscore his lack of self-absorption.

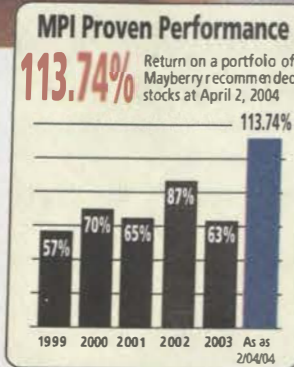
It would take many volumes to completely chronicle all of Hugh Shearer's contributions to the development of his fellowman. After all, he is the only Jamaican to have served as:

- Member of the Kingston and St Andrew Corporation
 - Member of the Legislative Council
 - Member of the Senate
 - Leader of Government Business in the Senate
 - Minister of External affairs
 - Minister of Defence
 - Minister of Foreign Trade
 - Minister of Trade and Industry
 - Member of the Privy Council
 - Leader of the Opposition
 - Deputy Prime Minister
 - President General of the Bustamante Industrial Trade Union
 - President of the Jamaica Confederation of Trade unions
 - Prime Minister of Jamaica
- I shall surely miss him. The workers shall surely miss him. Jamaica shall surely miss him.

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In tribute to a Magnificent Jamaican Statesman.

The Right Hon.
HUGH LAWSON SHEARER

May 18, 1923 - July 5, 2004



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"The gentle mind by gentle deeds is known
For a man by nothing is so well bewray'd
As by his manners."
- Edmund Spenser

The Most Hon. Hugh Lawson Shearer

O.N., P.C., O.J.
LL.D. (Hon.)



National joins in saying
farewell...
faithful and dignified servant of the
Jamaican people.



NATIONAL Bakers to all Jamaica.



The Most Hon. Hugh Lawson Shearer

ON, OJ, PC, Honorary Harbour Master of Jamaica

The Port Authority of Jamaica joins the nation in mourning the passing of The Most Honourable Hugh Lawson Shearer, ON, OJ, PC, Honorary Harbour Master of Jamaica.

The late Mr. Shearer had a very special relationship with the ports. It was on the waterfront that he had some of his major triumphs as a trade unionist representing the Bustamante Industrial Trade Union. He played a pivotal role in the transformation of the Port of Kingston from a flashpoint of labour unrest and social discontent to the stable, enlightened work environment that exists today.

With the advent of containerization, Hugh Shearer worked with the management of the Port to introduce mechanization and to reorganize the workforce, and in the process secured progressive benefits for the portworkers, including weekly guaranteed wages, pension and medical and housing benefits.

It is of some significance that the first Joint Industrial Council in Jamaica was established on the Port, a development in which Mr. Shearer played a major role.

With his passing, the portworkers have lost a champion for their cause. The nation has lost a patriot and a statesman. We have all lost a decent human being.

The Port Authority and the shipping industry extend deepest condolences to his wife, the members of his family, and his colleagues in the union and political spheres.

