

out of such hard times with admirable perseverance and co-operation, and their efforts were rewarded with rapid progress of the institution.

In 1910, the constitution of the organisation was fundamentally altered and it was registered as an incorporated juridical person under the name of the "Kaïm Kyokai" (The Mercantile Marine Officers' and Engineers' Association). Since then the activities of the organisation have become notable.

Then the recent great war came bringing with it the gravest changes to every phase of social life in Japan, and affecting especially the general trend of thoughts and economic status.

These changes quickened the activities of the merchant officers, with the result that the membership of the association was nearly doubled, and it emerged as one of the most important and powerful organs in Japanese shipping circles.

When the first International Labour Conference was held at Washington in 1919, the association sent Captain H. Ohta, one of the directors, to the Conference as an adviser to the Government Delegates in the name of the Japanese seamen.

At the second Conference held in Genoa, the association was not represented officially, because the Japanese Government, at that time, misunderstood the meaning of the term 'Seamen' and construed, quoting the paragraph (a) of the

2nd article of the convention on working hours adopted at the Washington Conference, to mean that the marine officers should be entirely excluded from the scope of consideration at the Genoa Conference. Nevertheless, Capt. K. Okasaki, a member of the association, was elected as the Japanese Seamen's Delegate. Besides, the General Secretary, Mr. Y. Tsudzuki was sent privately to Genoa to help the Japanese seamen's delegation there.

To the third International Labour Conference, Capt. K. Okasaki was sent again as an adviser to the Japanese workers' delegate, and to the Fourth Session of the Conference, Mr. Y. Tsudzuki, the General Secretary, having been elected by an unanimous vote of the various seamen's organisations was officially sent to Geneva representing the interests of Japanese seamen.

At present, the total membership of the Association is over 4,000 and is increasing at the average rate of 30 a month. Although the legal nature of the association is not a labour union (no trade union law has yet been enacted in Japan), being the most representative organisation for the merchant officers, it is striving to solve the labour questions and to further the welfare of seamen in general.