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Ustav

Jamoatchilik tashkiloti
«O‘zbekiston Karyera Maslahatchilari Assotsiatsiyasi»

Toshkent, O‘zbekiston – 2023 y.
Versiya 1.7

BO‘LIM 1.

UMUMIY QOIDALAR

Modda 1. Jamoatchilik tashkiloti «O‘zbekiston Karyera Maslahatchilari Assotsiatsiyasi»

1. Jamoatchilik tashkiloti «O‘zbekiston Karyera Maslahatchilari Assotsiatsiyasi» (keyingi o‘rinlarda – Assotsiatsiya), ta’lim va mehnat bozori sohasida faoliyat yurituvchi mutaxassislar tashabbusi bilan tashkil etilgan bo‘lib, a’zolarining umumiy manfaatlari asosida jamiyat rivojiga xizmat qilish maqsadida tuzilgan.
2. Assotsiatsiyaning to‘liq nomi – Jamoatchilik tashkiloti «O‘zbekiston Karyera Maslahatchilari Assotsiatsiyasi».
3. Assotsiatsiyaning qisqartirilgan nomi – JT «O‘zbekiston Karyera Maslahatchilari Assotsiatsiyasi».

Modda 2. Assotsiatsiyaning huquqiy asoslari va faoliyat tamoyillari.

1. Assotsiatsiya o‘z faoliyatini O‘zbekiston Respublikasi Konstitutsiyasi, amaldagi qonunchilik, xalqaro huquqning umum e’tirof etilgan tamoyillari va ushbu Ustav asosida amalga oshiradi.
2. Assotsiatsiya o‘z faoliyatini quyidagi tamoyillar asosida tashkil etadi: teng huquqlilik, qonuniylik, ochiqlik, ixtiyoriylik va o‘zini-o‘zi boshqarish.

Modda 3. Assotsiatsiyaning hududiy doirasi.

1. Assotsiatsiyaning faoliyat hududi – Toshkent shahri va O‘zbekiston Respublikasining barcha hududlari, shuningdek, kelgusida tashkil etiladigan tuzilmalar joylashgan boshqa hududlar.
2. Assotsiatsiyaning doimiy ishlovchi boshqaruv organi (Kengash) joylashgan manzil – Toshkent shahri, O‘zbekiston Respublikasi.

BO‘LIM 2.

ASOSIY MAQSAD VA VAZIFALAR

Modda 4. Assotsiatsiyaning maqsadi.

Assotsiatsiyaning asosiy maqsadi – O‘zbekistonda kasbiy yo‘nalish berish, ta’lim sifatini oshirish va kadrlar bozorini rivojlantirish uchun qulay shart-sharoit yaratish.

Modda 5. Assotsiatsiyaning vazifalari.

Assotsiatsiya quyidagi vazifalarni bajaradi:

- Xalqaro va mintaqaviy ta’lim tashkilotlari, xalqaro moliyaviy institutlar (UNESCO, UNICEF, Jahon banki, USAID va boshqalar) bilan hamkorlik qilish.
- Kasbiy yo‘nalish va ta’lim rivoji bo‘yicha milliy dasturlarni ishlab chiqishda ishtirok etish va ularni amalga oshirish.
- Karyera maslahatini va umrboqiy ta’lim g‘oyasini targ‘ib qilish.
- Assotsiatsiya a‘zolarining manfaatlarini davlat organlari va jamoat tashkilotlarida ifodalash.
- Davlat idoralari, ta’lim muassasalari, NNTlar, ilmiy tashkilotlar va OAV bilan hamkorlik orqali inson kapitali rivojiga hissa qo‘shish.
- Karyera maslahatchilari, o‘qituvchilar va psixologlar manfaatlarini huquqiy himoya qilish.
- Zamonaviy mehnat bozori talablariga mos qayta tayyorlash va malaka oshirish tizimini rivojlantirish.
- Respublika bo‘ylab maslahat markazlari (ta’limiy, psixologik, huquqiy va kasbiy)ni tashkil etish va ularning faoliyatini ta’minlash.
- Fuqarolar, tashkilotlar va xalqaro donorlar tomonidan ixtiyoriy xayriya va grantlarni jalb qilish va ularni Ustaviy maqsadlarga yo‘naltirish.
- Ta’lim va Karyera maslahatiga oid nashriyot va ommaviy axborot vositalarini tashkil etish.
- Elektron OAV va internet tarmoqlari orqali axborot faoliyatini amalga oshirish.

- Jamoat hayotining turli masalalari bo'yicha tashabbuslar bilan chiqish va davlat organlariga takliflar kiritish.
- Qonunchilikka zid bo'lmagan va Assotsiatsiyaning maqsad va vazifalariga mos keladigan boshqa turdagi faoliyatni amalga oshirish.

BO'LIM 3.

ASSOTSIATSIYANING HUQUQIY HOLATI

Modda 6. Assotsiatsiyaning huquqlari

Assotsiatsiya o'z maqsad va vazifalarini amalga oshirish uchun O'zbekiston Respublikasi qonunchiligi asosida quyidagi huquqlarga ega:

1. O'z faoliyati haqida erkin ravishda axborot tarqatish.
2. O'zbekiston Respublikasi davlat hokimiyati va mahalliy o'zini o'zi boshqarish organlari qarorlarini ishlab chiqishda qonunchilikda belgilangan tartib va hajmda ishtirok etish.
3. Yig'ilishlar, konferensiyalar, seminarlar, namoyishlar va boshqa jamoat tadbirlarini o'tkazish.
4. O'z ommaviy axborot vositalarini tashkil etish va nashriyot faoliyatini amalga oshirish.
5. O'z huquqlari va a'zolarining qonuniy manfaatlarini davlat va jamoat tashkilotlarida himoya qilish.
6. Ta'lim, mehnat bozori va jamoat hayotiga oid masalalarda tashabbus bilan chiqish va davlat organlariga takliflar kiritish.
7. O'zbekiston Respublikasi qonunchiligida belgilangan boshqa huquqlarni to'liq hajmda amalga oshirish.

Modda 7. Assotsiatsiyaning xo'jalik faoliyati

1. Assotsiatsiya qonunchilikda belgilangan tartibda, o'zining ustaviy maqsadlariga erishish uchun zarur bo'lgan xo'jalik va tashqi iqtisodiy faoliyatni amalga oshirishi mumkin.
2. Xo'jalik faoliyati faqat ustaviy maqsadlarga xizmat qilgan taqdirdagina amalga oshiriladi.

3. Assotsiatsiya yuridik shaxs maqomiga ega bo'lgan xo'jalik shirkatlari va jamiyatlarini tashkil etishi mumkin.
4. Xo'jalik faoliyatidan tushgan daromad Assotsiatsiya a'zolari o'rtasida taqsimlanmaydi va faqat ustaviy maqsadlarni amalga oshirishga yo'naltiriladi.

Modda 8. Assotsiatsiyaning majburiyatlari

Assotsiatsiya quyidagi majburiyatlarni bajarishi shart:

1. O'zbekiston Respublikasi qonunlarini, xalqaro huquqning umum e'tirof etilgan tamoyillari va me'yorlarini, shuningdek ushbu Ustav qoidalarini bajarish.
2. Har yili o'z mol-mulkidan foydalanish bo'yicha hisobotni e'lon qilish yoki unga jamoatchilik kirishini ta'minlash.
3. Har yili ro'yxatdan o'tkazuvchi organlarga o'z faoliyatini davom ettirayotgani haqida, boshqaruv organining haqiqiy manzili, uning nomi va rahbarlari haqidagi ma'lumotlarni taqdim etish.
4. Ro'yxatdan o'tkazuvchi organ talabi bilan Assotsiatsiya boshqaruv organlari va mansabdor shaxslarining qarorlari, shuningdek, yillik va choraklik hisobotlarni taqdim etish.
5. Ro'yxatdan o'tkazuvchi organ vakillarini Assotsiatsiya tadbirlariga kiritish va ular faoliyatini kuzatishga imkon yaratish.
6. Ro'yxatdan o'tkazuvchi organ vakillariga Assotsiatsiya faoliyati, ustaviy maqsadlarga erishish va qonunchilikka rioya etilishini ta'minlash maqsadida yordam ko'rsatish.

BO'LIM 4.

A'ZOLAR, ULARNING HUQUQLARI VA MAJBURIYATLARI

Modda 10. Assotsiatsiyaga a'zo bo'lish

I. Assotsiatsiyaning a'zolari bo'lishi mumkin:

1. O'zbekiston Respublikasi fuqarolari, xorijiy fuqarolar va fuqaroligi bo'lmagan, 18 yoshga to'lgan shaxslar;

2. Ta'lim, kasbiy yo'nalish va kadrlar tayyorlash sohasida faoliyat yurituvchi jamoat birlashmalari – yuridik shaxslar, Assotsiatsiya maqsad va vazifalarini qo'llab-quvvatlovchi va ushbu Ustav talablariga rioya qiluvchi tashkilotlar.

II. Assotsiatsiyaga a'zolik tartibi:

1. A'zolik qat'iy hisobga olinadi va faqat ixtiyoriy asosda amalga oshiriladi.
2. Yangi a'zolarni qabul qilish, chiqish yoki chiqarib yuborish masalalari Assotsiatsiyaning Ekspertlar kengashi tomonidan ko'rib chiqiladi.
3. Ekspertlar kengashi faqat milliy va xalqaro darajada tan olingan mutaxassislardan iborat bo'ladi.
4. Assotsiatsiyaga a'zo bo'lish uchun nomzod Direktor nomiga ariza topshiradi.
5. Ariza Ekspertlar kengashi tomonidan ko'rib chiqiladi. Nomzod Ekspertlar kengashi qarori va kirish badalini to'laganidan keyin Assotsiatsiyaning a'zosi deb hisoblanadi.
6. Ekspertlar kengashi a'zolikni quyidagi mezonlar asosida tasdiqlaydi:
 - a) nomzodning ta'lim va kasbiy yutuqlari;
 - b) nomzodning ta'lim tizimi va innovatsion infratuzilma rivojiga qo'shgan hissasi;
 - c) professional bilim va ko'nikmalar.
7. Assotsiatsiya a'zosi moliyaviy yil yakunida Direktor nomiga yozma ariza topshirish orqali Assotsiatsiyadan chiqishi mumkin.
8. Chiqish haqidagi ariza Ekspertlar kengashida ko'rib chiqiladi. Chiqib ketgan yoki chiqarib yuborilgan a'zolarga to'langan badallar qaytarilmaydi.
9. Jismoniy shaxslarni qabul qilish yozma ariza asosida va Assotsiatsiya Kengashi oddiy ko'pchilik ovozi bilan qabul qilingan qaror orqali

amalga oshiriladi.

10. Yuridik shaxs bo'lgan jamoat birlashmalari a'zo bo'lishi uchun vakolatli organ qarori asosida, ushbu moddaning 3-bandida ko'rsatilgan tartibda qabul qilinadi.
11. Assotsiatsiyadan chiqish erkin. Jismoniy shaxslar chiqish uchun yozma ariza beradi, yuridik shaxslar esa vakolatli organ qarori asosida chiqadi.
12. Assotsiatsiya a'zosi quyidagi holatlarda Kengash qarori bilan chiqarib yuborilishi mumkin:
 1. Ustav talablariga rioya qilmaslik;
 2. rahbar organlar qarorlarini bajarmaslik;
 3. Assotsiatsiya sha'niga putur yetkazuvchi xatti-harakatlar.

Modda 11. A'zolarining huquqlari va majburiyatlari

I. Assotsiatsiya a'zolari teng huquq va majburiyatlarga ega. Yuridik shaxs a'zolar o'z huquqlarini vakillari orqali amalga oshiradilar.

II. A'zoning huquqlari:

1. Assotsiatsiya faoliyatida qatnashish;
2. Bo'linmalar yig'ilishlarida (konferensiya yoki umumiy majlisda) qatnashish;
3. Qurultoyga delegat etib saylanish;
4. Assotsiatsiya va bo'linma organlariga saylash va saylanish huquqiga ega bo'lish;
5. Assotsiatsiya faoliyatini takomillashtirish yuzasidan barcha organlarga takliflar kiritish;
6. Har qanday rahbar organiga murojaat qilish va asosli javob olish;

7. A'zolidan chiqarish masalasi ko'rilganda Kengash yig'ilishida ishtirok etish;
8. Assotsiatsiyaning moddiy bazasidan belgilangan tartibda foydalanish;
9. Assotsiatsiyadan erkin chiqish.

III. A'zolarining majburiyatlari:

1. Ushbu Ustav va rahbar organlari qarorlariga rioya qilish;
2. Assotsiatsiyaning maqsad va vazifalarini amalga oshirishda bevosita ishtirok etish;
3. A'zolik badallarini Kengash belgilagan tartib va miqdorda to'lash;
4. Assotsiatsiya sha'niga putur yetkazuvchi harakatlarga yo'l qo'ymaslik.

BO'LIM 5.

RAHBAR VA NAZORAT-REVIZIYA ORGANLARI

Modda 12. Qurultoy – Assotsiatsiyaning oliy rahbar organi

- I. Assotsiatsiyaning oliy rahbar organi – Qurultoy, u Kengash tomonidan kamida har besh yilda bir marta chaqiriladi.
- II. Navbatdan tashqari Qurultoy quyidagi hollarda Kengash tomonidan chaqiriladi:
 1. Kengash qaroriga binoan;
 2. Prezident qaroriga binoan;
 3. Reviziya komissiyasi qaroriga binoan;
 4. Assotsiatsiya a'zolarining kamida 2/3 qismi talab qilgan taqdirda.

Navbatdan tashqari Qurultoy talab kelib tushgan kundan boshlab ikki oy ichida o'tkazilishi shart.

III. Qurultoy vakolatlari:

1. Assotsiatsiya Ustavini tasdiqlash, unga o'zgartirish va qo'shimchalar kiritish (qaror qatnashchilarning 2/3 ovozi bilan qabul qilinadi);
2. Assotsiatsiyani qayta tashkil etish yoki tugatish to'g'risida qaror qabul qilish (qaror qatnashchilarning 2/3 ovozi bilan qabul qilinadi);
3. Assotsiatsiya Prezidenti va Kengash a'zolarini saylash;
4. Reviziya komissiyasi raisi va a'zolarini saylash;
5. Filial va vakolatxonalarni ochish, ular to'g'risidagi nizomni tasdiqlash;
6. Bo'linmalarni qabul qilish yoki chiqarish to'g'risida qaror qabul qilish;
7. Assotsiatsiya faoliyatining umumiy yo'nalishlarini belgilash;
8. Uzoq muddatli va qisqa muddatli dasturlarni belgilash;
9. A'zolari rag'batlantirish tartibi to'g'risidagi Nizomni tasdiqlash;
10. Kengash, Prezident va Reviziya komissiyasining hisobotlarini tasdiqlash;
11. Assotsiatsiya faoliyatiga oid boshqa masalalarni ko'rib chiqish.

IV. Qurultoy Assotsiatsiya faoliyatining boshqa masalalari bo'yicha ham qaror qabul qilish huquqiga ega.

V. Qurultoy vakolatli hisoblanishi uchun unda hududiy bo'linmalardan saylangan delegatlarning yarmidan ko'pi ishtirok etishi lozim. Vakillik me'yorlari Kengash tomonidan belgilanadi.

VI. Qarorlar ochiq yoki maxfiy ovoz berish yo'li bilan oddiy ko'pchilik ovoz bilan qabul qilinadi (Ustavda boshqacha ko'rsatilgan hollar bundan mustasno).

Modda 13. Kengash

1. Qurultoylar oralig'ida Assotsiatsiyaning doimiy rahbar organi – Kengash bo'lib, u besh yil muddatga Qurultoy tomonidan saylanadi.

2. Kengash yig'ilishlari zarurat tug'ilganida o'tkaziladi.
3. Kengash yig'ilishi vakolatli bo'lishi uchun a'zolarining yarmidan ko'pi ishtirok etishi kerak.
4. Kengash vakolatlari:
 1. a'zolari qabul qilish va chiqarish;
 2. Assotsiatsiyaning boshqa tashkilotlarga a'zo bo'lishi, xo'jalik shirkatlari, jamiyatlar yoki nodavlat notijorat tashkilotlarini tuzish to'g'risida qaror qabul qilish;
 3. Assotsiatsiyaning dastur va reja ishlarini ko'rib chiqish va tasdiqlash;
 4. moliyaviy-xo'jalik faoliyatini boshqarish;
 5. Assotsiatsiyaning mablag' va mol-mulkidan foydalanish;
 6. Qurultoy qarorlarining ijrosini tashkil etish va nazorat qilish;
 7. Navbatdagi yoki navbatdan tashqari Qurultoy chaqirish to'g'risida qaror qabul qilish;
 8. Tashkiliy tuzilma, shtat jadvali va ish haqi fondini tasdiqlash;
 9. turli yo'nalishlar bo'yicha komissiya va qo'mitalar tuzish, ularning nizomlarini tasdiqlash;
 10. Assotsiatsiya byudjeti va balansini tasdiqlash;
 11. A'zolik badallari miqdori va tartibini belgilash;
 12. Qurultoy oldida o'z faoliyati haqida hisobot berish;
 13. Qurultoy va Reviziya komissiyasi vakolatiga kirmagan boshqa masalalarni hal qilish.

Modda 14. Prezident

- I. Prezident Qurultoy tomonidan besh yil muddatga saylanadi.

II. Prezidentning vakolatlari:

1. Assotsiatsiyaning joriy faoliyatini boshqarish;
2. Qurultoy va Kengash yig'ilishlariga raislik qilish;
3. Navbatdan tashqari Qurultoy chaqirish haqida qaror qabul qilish;
4. Assotsiatsiya nomidan davlat va nodavlat organlarida ishonchnomasiz vakillik qilish;
5. Assotsiatsiya nomidan hujjatlarni imzolash, majburiyatlar olish;
6. Moliyaviy hujjatlarni imzolash, hisob raqamlari ochish;
7. Bosh direktor va Ijroiya direksiyasi a'zolarini tayinlash;
8. Buyruqlar, farmoyishlar, ko'rsatmalar chiqarish;
9. Xodimlarni yollash, rag'batlantirish yoki intizomiy choralar qo'llash;
10. Ish haqi fondi doirasida xodimlarni mukofotlash;
11. Ustaviy maqsadlarni amalga oshirishga qaratilgan boshqa vazifalarni bajarish.

Modda 15. Ijroiya direksiya

1. Ijroiya direksiya – Assotsiatsiyaning ijro etuvchi organi hisoblanadi.
2. Ijroiya direksiya faoliyati Kengash tasdiqlagan Nizom asosida olib boriladi va o'z faoliyati yuzasidan Kengashga hisob beradi.
3. Ijroiya direksiyani Bosh direktor boshqaradi.

Modda 16. Reviziya komissiyasi

1. Reviziya komissiyasi Qurultoy tomonidan besh yil muddatga saylanadi.
2. Raisi Qurultoy tomonidan saylanadi.

3. Reviziya komissiyasi yig'ilishi vakolatli bo'lishi uchun a'zolarning yarmidan ko'pi ishtirok etishi kerak. Qarorlar ochiq ovoz berish orqali oddiy ko'pchilik ovoz bilan qabul qilinadi.
4. Reviziya komissiyasi Assotsiatsiyaning moliyaviy-xo'jalik faoliyati, mol-mulk va hisob-kitoblarini nazorat qiladi.
5. Reviziya komissiyasi navbatdan tashqari Qurultoy chaqirish to'g'risida qaror qabul qilish huquqiga ega.
6. Zarur hollarda mutaxassislarni o'z faoliyatiga jalb qilishi mumkin.
7. Qurultoyda o'z faoliyati haqida hisobot beradi.
8. Assotsiatsiya faoliyati reviziyasi yiliga kamida bir marta o'tkaziladi.
9. Reviziya komissiyasi a'zosi Kengash tarkibiga kira olmaydi.

BO'LIM 6.

ASSOTSIATSIYA TUZILMASI

Modda 18. Assotsiatsiya tuzilmasi

Assotsiatsiya tuzilmasiga uning bo'linmalari, filiallari va vakolatxonalari kiradi.

Modda 19. Assotsiatsiya bo'linmalari

1. Hududiy bo'linmalar O'zbekiston Respublikasi viloyatlarida tashkil etiladi. Har bir viloyatda faqat bitta hududiy bo'linma tuzilishi mumkin.
2. Mahalliy bo'linmalar tegishli mahalliy davlat hokimiyati hududlarida tashkil etiladi. Mahalliy bo'linmalar faqat Assotsiatsiyaning hududiy bo'linmalari mavjud bo'lgan joylarda tuziladi.
3. Agar bo'linma yuridik shaxs sifatida davlat ro'yxatidan o'tkazilsa, u o'z ustaviga muvofiq faoliyat yuritadi va to'liq xo'jalik mustaqilligiga ega bo'ladi.
4. Agar bo'linma yuridik shaxs sifatida ro'yxatdan o'tkazilmagan bo'lsa, u yuridik shaxs maqomiga ega bo'lmaydi. Bunday bo'linma Assotsiatsiya mulki bilan ta'minlanadi va o'z faoliyatida Assotsiatsiya Ustaviga amal qiladi.

5. Qurultoy qarori bilan Assotsiatsiya tarkibidan chiqarilgan bo‘linma tugatilishi shart. Tugatilganidan so‘ng, kreditorlar talablarini qondirgandan keyin qolgan mulk Assotsiatsiya mulkiga o‘tadi.
6. Filiallar va vakolatxonalar Assotsiatsiyaning ajralmas tarkibiy qismlari hisoblanadi va ular yuridik shaxs emas. Ular Assotsiatsiya mulki bilan ta‘minlanadi va Qurultoy tomonidan tasdiqlangan nizom asosida faoliyat yuritadi.

BO‘LIM 7.

HUDUDIY BO‘LINMALAR ORGANLARI

Modda 20. Umumiy yig‘ilish (Konferensiya) – hududiy bo‘linmaning oliy organi

1. Agar hududiy bo‘linma tarkibida mahalliy bo‘linmalar bo‘lmasa, uning oliy organi Umumiy yig‘ilish hisoblanadi. Agar hududiy bo‘linma tarkibida mahalliy bo‘linmalar mavjud bo‘lsa, oliy organ – Konferensiya hisoblanadi.
 - Mahalliy bo‘linmalarga ega bo‘lmagan hududiy bo‘linma Umumiy yig‘ilishida barcha a‘zolar qatnashadi.
 - Mahalliy bo‘linmalarga ega hududiy bo‘linma Konferensiyasida esa mahalliy bo‘linmalar delegatlari qatnashadi (delegatlar soni hududiy bo‘linma Kengashi tomonidan belgilangan vakillik me‘yorlariga ko‘ra aniqlanadi).
2. Hududiy bo‘linma Umumiy yig‘ilishi (Konferensiyasi) Kengash tomonidan kamida 3 yilda bir marta chaqiriladi.
3. Navbatdan tashqari Umumiy yig‘ilish (Konferensiya) quyidagi hollarda chaqirilishi mumkin:
 1. Hududiy bo‘linma Kengashi qaroriga binoan;
 2. Hududiy bo‘linma Reviziya komissiyasi qaroriga binoan;
 3. Hududiy bo‘linmaga birlashgan a‘zolarining kamida 1/3 qismi talab qilganida.
4. Umumiy yig‘ilish (Konferensiya) vakolatli bo‘lishi uchun unda a‘zolarining yarmidan ko‘pi yoki delegatlarning yarmidan ko‘pi ishtirok etishi shart. Qarorlar

ochiq ovoz berish yo'li bilan oddiy ko'pchilik ovoz bilan qabul qilinadi.

5. Hududiy bo'linma Umumiy yig'ilishi (Konferensiyasi) vakolatlariga quyidagilar kiradi:

1. hududiy bo'linma faoliyatining asosiy yo'nalishlarini belgilash;
2. besh yil muddatga hududiy bo'linma Raisi va Kengash a'zolarini saylash;
3. besh yil muddatga hududiy bo'linma Reviziya komissiyasi a'zolarini saylash;
4. saylov organlari hisobotlarini tinglash;
5. hududiy bo'linmani yuridik shaxs sifatida ro'yxatdan o'tkazish, uning ustavini tasdiqlash;
6. Qurultoy uchun delegatlar saylash;
7. hududiy bo'linmaning boshqa masalalarini hal qilish.

Modda 21. Hududiy bo'linma Kengashi

1. Hududiy bo'linma Kengashi – hududiy bo'linmaning doimiy rahbar organi bo'lib, u Umumiy yig'ilish (Konferensiya) tomonidan besh yil muddatga saylanadi.
2. Kengash yig'ilishlari zarurat tug'ilganida, ammo kamida har olti oyda bir marta o'tkaziladi. Qarorlar a'zolarining yarmidan ko'pi ishtirok etganda ochiq ovoz berish yo'li bilan oddiy ko'pchilik ovoz bilan qabul qilinadi.
3. Hududiy bo'linma Kengashining vakolatlari:
 1. Umumiy yig'ilish (Konferensiya)ni chaqirish va kun tartibini belgilash;
 2. Umumiy yig'ilish (Konferensiya) qarorlarining ijrosini tashkil etish va nazorat qilish;
 3. Umumiy yig'ilish (Konferensiya) vakolatiga kirmagan boshqa rahbarlik masalalarini hal qilish.

Modda 22. Hududiy bo‘linma Raisi

1. Hududiy bo‘linma Raisi – hududiy bo‘linmaning rahbari hisoblanadi. U Umumiy yig‘ilish (Konferensiya) tomonidan besh yil muddatga saylanadi.
2. Hududiy bo‘linma Raisining vakolatlari:
 1. hududiy bo‘linma nomidan davlat organlari va boshqa tashkilotlarda ishonchnomasiz vakillik qilish;
 2. hududiy bo‘linma Kengashi yig‘ilishlarini chaqirish;
 3. Kengash kun tartibini belgilash;
 4. mahalliy va xalqaro tashkilotlar bilan hamkorlikni yuritish;
 5. hududiy bo‘linma joriy faoliyatini boshqarish, Umumiy yig‘ilish (Konferensiya) va Kengash vakolatiga kirmagan boshqa masalalarni hal qilish.

Modda 23. Hududiy bo‘linma Reviziya komissiyasi

1. Hududiy bo‘linma Reviziya komissiyasi – hududiy bo‘linmaning moliyaviy va xo‘jalik faoliyatini nazorat qiluvchi organ hisoblanadi. A‘zolar Umumiy yig‘ilish (Konferensiya) tomonidan besh yil muddatga saylanadi.
2. Reviziya komissiyasi yig‘ilishi a‘zolarining yarmidan ko‘pi qatnashganda vakolatli hisoblanadi. Qarorlar oddiy ko‘pchilik ovoz bilan ochiq ovoz berish yo‘li orqali qabul qilinadi. Yig‘ilishlar zarurat tug‘ilganda, ammo kamida olti oyda bir marta o‘tkaziladi.
3. Reviziya komissiyasi raisi komissiya yig‘ilishida ochiq ovoz berish yo‘li bilan oddiy ko‘pchilik ovoz bilan saylanadi.
4. Hududiy bo‘linma Reviziya komissiyasining vakolatlari:
 1. hududiy bo‘linmaning moliyaviy-xo‘jalik va tadbirkorlik faoliyatini nazorat qilish.

BO‘LIM 8.

ASSOTSIATSIYA MULKI

Modda 27. Assotsiatsiya mulki

1. Assotsiatsiya amaldagi qonunchilikka muvofiq quyidagilarga egalik qilishi mumkin: yer uchastkalari, binolar, inshootlar, turar-joy fondi, transport vositalari, uskunalar, inventarlar, madaniy-ma'rifiy va sport inshootlari, sog'lomlashtirish vositalari, pul mablag'lari, aksiyalar, boshqa qimmatli qog'ozlar hamda ustavda belgilangan faoliyatni moddiy ta'minlash uchun zarur bo'lgan boshqa mulklar.
2. Mulk huquqi sub'ekti – Assotsiatsiyaning o'zi, ya'ni yuridik shaxsdir. A'zolar Assotsiatsiya mulkiga nisbatan hech qanday mulkiy yoki majburiy huquqlarga ega emaslar.

Modda 28. Assotsiatsiya mulkini shakllantirish manbalari

Assotsiatsiya mulki va mablag'larini shakllantirish manbalari quyidagilardan iborat:

1. ixtiyoriy badallar va xayriya mablag'lari;
2. a'zolik badallari;
3. fuqarolik-huquqiy bitimlardan tushadigan daromadlar;
4. tadbirkorlikdan, shu jumladan tashqi iqtisodiy faoliyatdan olinadigan daromadlar;
5. ustav asosida tashkil etilgan ma'ruzalar, seminarlar, konferensiyalar, tanlovlar, musobaqalar, ko'rgazmalar, lotereyalar, auksionlar va boshqa tadbirlardan tushadigan daromadlar;
6. qonun bilan taqiqlanmagan boshqa manbalar.

BO‘LIM 9.

ASSOTSIATSIYANI QAYTA TASHKIL ETISH VA TUGATISH

Modda 29. Assotsiatsiyani qayta tashkil etish

1. Assotsiatsiya Qurultoy qaroriga binoan, yig'ilishda qatnashgan delegatlarning kamida 2/3 qismi ovozi bilan birlashish, qo'shilish, ajratish, bo'lib yuborish yoki qayta tashkil etish shaklida qayta tashkil etilishi mumkin.
2. Qayta tashkil etish chog'ida Assotsiatsiyaning barcha moliyaviy va nomoliyaviy huquq va majburiyatlari qonunda belgilangan tartibda yangi yuridik shaxsga (huquqiy vorisga) o'tadi.

Modda 30. Assotsiatsiyani tugatish

1. Assotsiatsiya Qurultoy qaroriga binoan, yig'ilishda qatnashgan delegatlarning kamida 2/3 qismi ovozi bilan tugatilishi mumkin.
2. Assotsiatsiya sud qarori asosida ham tugatilishi mumkin.
3. Tugatishdan so'ng Assotsiatsiyaning mulki va mablag'lari, soliq va kreditorlar bilan hisob-kitoblardan keyin, Ustavda belgilangan maqsadlarga yo'naltiriladi.
4. Tugatish jarayonida xodimlar bo'yicha hujjatlar qonun asosida davlat arxiviga topshiriladi.
5. Assotsiatsiya tugatilgandan so'ng, bu haqdagi qaror ro'yxatdan o'tkazuvchi davlat organiga yuboriladi va Assotsiatsiya yuridik shaxslarning yagona davlat reyestridan chiqariladi.

BO'LIM 10.

YAKUNIY QOIDALAR

Modda 31. Ustavga o'zgartirish va qo'shimchalar kiritish

1. Ustavga o'zgartirish va qo'shimchalar Qurultoy tomonidan, yig'ilishda qatnashganlarning oddiy ko'pchilik ovozi bilan tasdiqlanadi.
2. O'zgartirish va qo'shimchalar qonunda belgilangan tartibda davlat ro'yxatidan o'tkazilishi shart.
3. O'zgartirish va qo'shimchalar davlat ro'yxatidan o'tkazilgan paytdan boshlab yuridik kuchga ega bo'ladi.

Protocol № 1-2023
of the Participants’
Meeting Dated
21st of June 2023

Bylaw
Public Organization
"Uzbekistan Association of Career Counselors"

Tashkent, Uzbekistan - 2023

Version 1.7

SECTION 1. GENERAL PROVISIONS

Article 1. Public Organization “Uzbekistan Association of Career Counselors”.

The Public Organization “Uzbekistan Association of Career Counselors” (hereinafter – the Association) was established at the initiative of specialists working in the fields of education and the labor market, with the purpose of serving the development of society based on the common interests of its members.

The full name of the Association is the Public Organization “Uzbekistan Association of Career Counselors”.

The abbreviated name of the Association is UACC “Uzbekistan Association of Career Counselors”.

Article 2. Legal basis and principles of activity of the Association.

The Association carries out its activities in accordance with the Constitution of the Republic of Uzbekistan, applicable legislation, universally recognized principles of international law, and this Statute.

The Association organizes its activities on the principles of equality, legality, transparency, voluntariness, and self-governance.

Article 3. Territorial scope of the Association.

The Association’s activities cover the city of Tashkent, all regions of the Republic of Uzbekistan, and other areas where structures to be established in the future are located.

The permanent governing body (Council) of the Association is located in the city of Tashkent, Republic of Uzbekistan.

SECTION 2. MAIN PURPOSES AND TASKS

Article 4. Purpose of the Association.

The main purpose of the Association is to create favorable conditions for career guidance, improving the quality of education, and developing the labor market in Uzbekistan.

Article 5. Tasks of the Association.

The Association performs the following tasks:

- Cooperation with international and regional educational organizations and international financial institutions (UNESCO, UNICEF, World Bank, USAID, etc.);
- Participation in the development and implementation of national programs on career guidance and educational development;
- Promotion of career counseling and the concept of lifelong learning;
- Representation of members' interests in state bodies and public organizations;
- Contribution to human capital development through cooperation with state authorities, educational institutions, NGOs, research organizations, and mass media;
- Legal protection of the interests of career counselors, teachers, and psychologists;
- Development of retraining and professional development systems in line with modern labor market requirements;
- Establishment and support of advisory centers (educational, psychological, legal, and career) throughout the country;
- Attraction of voluntary donations and grants from citizens, organizations, and international donors, and their allocation for statutory purposes;
- Organization of publishing and mass media activities on education and career counseling;
- Conduct of information activities through electronic media and the Internet;
- Initiating public proposals and submitting recommendations to state bodies on various social issues;
- Implementation of other activities not contradicting the law and corresponding to the purposes and tasks of the Association.

SECTION 3. LEGAL STATUS OF THE ASSOCIATION

Article 6. Rights of the Association.

To achieve its purposes and tasks, the Association, in accordance with the legislation of the Republic of Uzbekistan, has the right to:

- Freely disseminate information about its activities;
- Participate, as prescribed by law, in the development of decisions of state authorities and local self-government bodies;
- Hold meetings, conferences, seminars, demonstrations, and other public events;
- Establish its own media outlets and carry out publishing activities;
- Defend its rights and the lawful interests of its members in state and public organizations;
- Submit initiatives and proposals to state bodies on issues of education, labor market, and public life;
- Exercise other rights provided for by the legislation of the Republic of Uzbekistan.

Article 7. Economic activity of the Association.

The Association may engage, in the manner prescribed by law, in economic and foreign economic activities necessary to achieve its statutory goals.

Such economic activities shall be carried out only if they serve statutory purposes.

The Association may establish business partnerships and companies with the status of a legal entity.

Income from economic activities shall not be distributed among the members of the Association and shall be directed solely toward the achievement of statutory goals.

Article 8. Obligations of the Association.

The Association is obliged to:

- Comply with the laws of the Republic of Uzbekistan, universally recognized principles and norms of international law, and the provisions of this Statute;
- Annually publish or ensure public access to reports on the use of its property;
- Annually submit to the registering authority information on continuation of activities, actual address of the governing body, its name, and information on

its leaders;

- Submit, upon request of the registering authority, decisions of governing bodies and officials, as well as annual and quarterly reports;
- Allow representatives of the registering authority to attend Association events and observe their conduct;
- Provide assistance to representatives of the registering authority in monitoring compliance with legislation and statutory purposes.

SECTION 4. MEMBERS, THEIR RIGHTS AND OBLIGATIONS

Article 10. Membership in the Association.

Members of the Association may be:

- Citizens of the Republic of Uzbekistan, foreign citizens, and stateless persons aged 18 or older;
- Public associations – legal entities operating in the field of education, career guidance, and personnel training, supporting the goals and tasks of the Association and complying with this Statute.

Membership rules:

- Membership is strictly registered and based solely on voluntariness;
- Admission of new members, withdrawal, or expulsion shall be reviewed by the Association's Expert Council;
- The Expert Council shall consist only of nationally and internationally recognized experts;
- To become a member, an applicant submits an application addressed to the Director;
- The application is reviewed by the Expert Council, and the candidate becomes a member upon the Council's decision and payment of the entrance fee.

The Expert Council confirms membership based on:

- a) educational and professional achievements of the candidate;
- b) contributions to the development of the education system and innovative

infrastructure;

c) professional knowledge and skills.

A member may withdraw from the Association by submitting a written application to the Director at the end of the financial year.

Applications for withdrawal are reviewed by the Expert Council. Membership fees are non-refundable upon withdrawal or expulsion.

Admission of individuals shall be based on written applications and decided by the Association Council by simple majority vote.

Legal entities join based on a decision of their authorized body in accordance with procedures described above.

Withdrawal from the Association is voluntary: individuals submit a written application, while legal entities withdraw by decision of their authorized body.

A member may be expelled by Council decision in the following cases:

- Failure to comply with the Statute;
- Failure to implement governing body decisions;
- Actions damaging the reputation of the Association.

Article 11. Rights and obligations of members.

Members of the Association have equal rights and obligations. Legal entity members exercise their rights through representatives.

Rights of members:

- Participate in the activities of the Association;
- Attend division meetings (conference or general assembly);
- Be elected as delegates to the Congress;
- Elect and be elected to the bodies of the Association and its divisions;
- Submit proposals to any governing body on improving Association activities;
- Appeal to any governing body and receive a reasoned response;
- Attend Council meetings when their expulsion is under review;

- Use the material base of the Association in accordance with regulations;
- Freely withdraw from the Association.

Obligations of members:

- Comply with this Statute and decisions of governing bodies;
- Actively participate in achieving the goals and tasks of the Association;
- Pay membership fees in the manner and amount established by the Council;
- Refrain from actions that damage the reputation of the Association.

SECTION 5. GOVERNING AND AUDITING BODIES

Article 12. Congress – the supreme governing body of the Association.

The supreme governing body of the Association is the Congress, convened by the Council at least once every five years.

An extraordinary Congress is convened by the Council in the following cases:

- By decision of the Council;
- By decision of the President;
- By decision of the Audit Commission;
- At the request of at least two-thirds of the members.

An extraordinary Congress must be held within two months from the date of request.

Powers of the Congress:

- Approval of the Statute, amendments, and additions (adopted by two-thirds majority of participants);
- Decisions on reorganization or liquidation of the Association (adopted by two-thirds majority of participants);

- Election of the President and Council members of the Association;
- Election of the Chair and members of the Audit Commission;
- Opening of branches and representative offices and approval of their regulations;
- Decisions on admission or expulsion of divisions;
- Determination of the general directions of activity;
- Adoption of long-term and short-term programs;
- Approval of the Regulations on member incentives;
- Approval of reports of the Council, President, and Audit Commission;
- Consideration of other matters related to Association activities.

The Congress is considered valid if more than half of the elected delegates from territorial divisions are present. Representation norms are determined by the Council. Decisions are adopted by open or secret ballot with a simple majority (unless otherwise provided in the Statute).

Article 13. Council.

Between Congresses, the permanent governing body of the Association is the Council, elected by the Congress for a five-year term.

Council meetings are held as necessary. A meeting is valid if more than half of members are present.

Powers of the Council:

- Admission and expulsion of members;
- Decisions on Association membership in other organizations and establishment of companies or NGOs;
- Approval of programs and plans;
- Management of financial and economic activities;

- Use of funds and property;
- Organization and control of Congress decisions' implementation;
- Decision to convene regular or extraordinary Congress;
- Approval of organizational structure, staffing, and salary fund;
- Establishment of commissions and committees and approval of their regulations;
- Approval of the Association's budget and balance sheet;
- Determination of membership fee amounts and procedures;
- Reporting on its activities to the Congress;
- Resolution of other issues not within the competence of the Congress or Audit Commission.

Article 14. President.

The President is elected by the Congress for a five-year term.

Powers of the President:

- Manage the current activities of the Association;
- Chair meetings of the Congress and Council;
- Decide on convening extraordinary Congress;
- Represent the Association without power of attorney in state and non-state bodies;
- Sign documents and assume obligations on behalf of the Association;
- Sign financial documents and open bank accounts;
- Appoint the Executive Director and members of the Executive Directorate;

- Issue orders, directives, and instructions;
- Hire, reward, or discipline employees;
- Award employees within the salary fund;
- Perform other tasks aimed at implementing statutory purposes.

Article 15. Executive Directorate.

The Executive Directorate is the executive body of the Association. It operates under Regulations approved by the Council and reports to the Council. The Executive Directorate is headed by the Executive Director.

Article 16. Audit Commission.

The Audit Commission is elected by the Congress for a five-year term. The Chair is elected by the Congress.

The Audit Commission meeting is valid if more than half of members are present. Decisions are made by open vote with a simple majority.

The Audit Commission supervises the Association's financial and economic activities, property, and accounts.

It has the right to decide on convening an extraordinary Congress.

Experts may be engaged in its activities when necessary.

It reports on its activities to the Congress.

The Audit Commission shall audit the Association at least once a year.

Members of the Audit Commission cannot be part of the Council.

SECTION 6. STRUCTURE OF THE ASSOCIATION

Article 18. Structure of the Association.

The structure of the Association includes its divisions, branches, and representative offices.

Article 19. Divisions of the Association.

Territorial divisions are established in the regions of the Republic of Uzbekistan. Only one territorial division may be established in each region.

Local divisions are established in the territories of local state authorities. Local divisions may only be established where territorial divisions exist.

If a division is registered as a legal entity, it operates in accordance with its charter and enjoys full economic independence.

If a division is not registered as a legal entity, it does not acquire legal entity status. Such a division is provided with property of the Association and operates under this Statute.

A division expelled from the Association by Congress decision must be liquidated. After satisfying creditor claims, remaining property is transferred to the Association.

Branches and representative offices are integral parts of the Association. They are not legal entities, are provided with property of the Association, and operate under regulations approved by the Congress.

SECTION 7. BODIES OF TERRITORIAL DIVISIONS

Article 20. General Meeting (Conference) – supreme body of a territorial division.

If a territorial division has no local divisions, its supreme body is the General Meeting. If it has local divisions, the supreme body is the Conference.

In divisions without local units, all members participate in the General Meeting.

In divisions with local units, the Conference consists of delegates from local divisions (number of delegates determined by representation norms set by the division Council).

The General Meeting (Conference) of a territorial division is convened by its Council at least once every three years.

An extraordinary General Meeting (Conference) may be convened:

- By decision of the territorial division Council;
- By decision of the territorial division Audit Commission;
- At the request of at least one-third of members of the division.

A General Meeting (Conference) is valid if more than half of members or delegates are present. Decisions are adopted by open voting by simple majority.

Powers of the General Meeting (Conference):

- Determination of the main directions of the division's activity;

- Election of the Chair and Council members of the division for five years;
- Election of Audit Commission members of the division for five years;
- Hearing reports of elected bodies;
- Decision on registering the division as a legal entity and approving its charter;
- Election of delegates to the Congress;
- Resolution of other matters of the division.

Article 21. Council of a territorial division.

The Council is the permanent governing body of the division, elected by the General Meeting (Conference) for a five-year term.

Council meetings are held as needed, but at least once every six months. Decisions are valid if more than half of members are present and adopted by open vote with a simple majority.

Powers of the Council:

- Convene General Meetings (Conferences) and determine their agenda;
- Organize and supervise implementation of decisions of the General Meeting (Conference);
- Resolve other leadership issues not within the competence of the General Meeting (Conference).

Article 22. Chair of a territorial division.

The Chair is the head of the territorial division, elected by the General Meeting (Conference) for five years.

Powers of the Chair:

- Represent the division without power of attorney in state and other organizations;

- Convene Council meetings and determine their agenda;
- Maintain cooperation with local and international organizations;
- Manage the current activities of the division and resolve other issues not within the competence of the General Meeting (Conference) or Council.

Article 23. Audit Commission of a territorial division.

The Audit Commission supervises the financial and economic activities of the division. Members are elected by the General Meeting (Conference) for five years.

Meetings are valid if more than half of members are present. Decisions are adopted by open voting with simple majority. Meetings are held as necessary, but at least once every six months.

The Chair of the Audit Commission is elected by open vote of the Commission members by simple majority.

Powers of the Audit Commission:

- Supervision of financial, economic, and business activities of the division.

SECTION 8. PROPERTY OF THE ASSOCIATION

Article 27. Property of the Association.

In accordance with legislation, the Association may own land plots, buildings, structures, housing stock, vehicles, equipment, inventory, cultural and sports facilities, health means, funds, shares, other securities, and other property necessary to provide material support for its statutory activities.

The subject of ownership rights is the Association itself, as a legal entity. Members have no proprietary or binding rights to the Association's property.

Article 28. Sources of formation of the Association's property.

The sources of formation of the property and funds of the Association include:

- Voluntary contributions and donations;
- Membership fees;
- Income from civil-law contracts;

- Income from entrepreneurial, including foreign economic, activities;
- Income from lectures, seminars, conferences, contests, competitions, exhibitions, lotteries, auctions, and other events organized on the basis of the Statute;
- Other sources not prohibited by law.

SECTION 9. REORGANIZATION AND LIQUIDATION OF THE ASSOCIATION

Article 29. Reorganization of the Association.

The Association may be reorganized (through merger, accession, separation, division, or transformation) by decision of the Congress, adopted by at least two-thirds of delegates present.

Upon reorganization, all financial and non-financial rights and obligations of the Association shall transfer to the new legal entity (legal successor) in the manner prescribed by law.

Article 30. Liquidation of the Association.

The Association may be liquidated by decision of the Congress, adopted by at least two-thirds of delegates present.

The Association may also be liquidated by court decision.

After liquidation, property and funds of the Association, after settlements with tax authorities and creditors, shall be directed toward statutory purposes.

During liquidation, employee records shall be transferred to the state archive in accordance with the law.

After liquidation, the decision shall be submitted to the registering state body, and the Association shall be removed from the Unified State Register of Legal Entities.

SECTION 10. FINAL PROVISIONS

Article 31. Amendments and additions to the Statute.

Amendments and additions to this Statute are approved by the Congress by a simple majority of participants present.

Amendments and additions must be registered in accordance with the law.

Amendments and additions shall enter into legal force from the moment of their state registration.

I am the undersigned certified Translator SHAROPOVA MEKHRINISO MARDONKULOVNA, do hereby certify that the above is true, accurate and complete translation of the original Article submitted to me in Uzbek to the best of my knowledge and belief.

Translator is not responsible for document contents and warned about responsibility for incorrect translation by Notary

Date: September 9, 2025

Signature of translator

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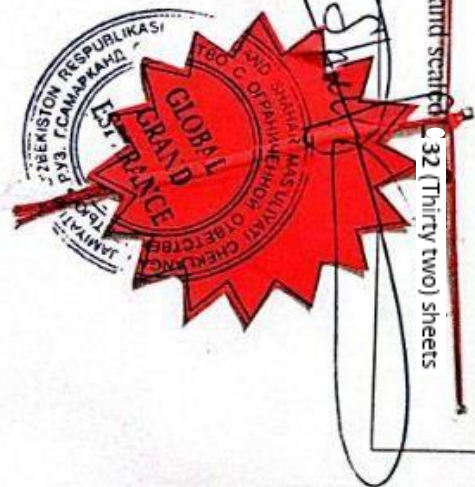
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