



CERTIFICATE

This certificate is proudly presented to

Bekchanov Ruslan

This is to certify that the scientific article “**DAVLAT ISHTIROKIDAGI KORXONALARNI XUSUSIYLASHTIRISH JARAYONIDA KADRLAR SALOHİYATINI SAQLAB QOLISH VA RIVOJLANTIRISH STRATEGIYALARI**” has been published in the journal: «GREEN ECONOMY AND DEVELOPMENT», Vol. 3 No. 11 (2025): «Yashil iqtisodiyot va taraqqiyot» jurnali 11-son.

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