



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | ISSN: 2320 - 2882

An International Open Access, Peer-reviewed, Refereed Journal

The Board of

International Journal of Creative Research Thoughts

Is hereby awarding this certificate to

Dr. Samwel Nyagucha Oresi

In recognition of the publication of the paper entitled

**Evaluating the Effectiveness of Collective Bargaining Agreements (CBAs)
In Resolving Lecturers' Strikes: A Policy Perspective from Kenya**

Published In IJCRT (www.ijcrt.org) & 7.97 Impact Factor by Google Scholar

Volume 13 Issue 12 December 2025 , Date of Publication: 18-December-2025

UGC Approved Journal No: 49023 (18)




EDITOR IN CHIEF

PAPER ID : IJCRT21X0375

Registration ID : 298999

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal