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2. The Editor in Chief then sends the article to a reviewer for evaluation of the article and advises the Editorial Board on the following:
 - (a) Originality and contribution to knowledge;
 - (b) Relevance of the article in terms of substance;
 - (c) Propriety of the format;
 - (d) Whether the article should-
 - be published as it is;
 - be published after corrections indicated by the reviewer;
 - not be published at all.
3. After effecting corrections or improvements suggested by the reviewer the author resubmits the article to the Chief Editor for further processing.
4. The review team comprises all senior staff of the University of Dar es Salaam School of Law, i.e., those with PhD degrees and Professors and other qualified staff from outside the UDSM School of Law. An article is sent to a reviewer depending on the expertise of the said reviewer in the particular area of the law. The School has 13 professors who are PhD degree holders and 15 PhD degree holders who are not yet professors.

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ENFORCEABILITY OF EMPLOYMENT BOND AGREEMENT UNDER NIGERIAN LABOUR JURISPRUDENCE

*David Tarh-Akong Eyongndi**

Abstract

This article through doctrinal methodology, examines the enforceability of employment bond agreement under Nigeria's labour jurisprudence by highlighting its meaning, types and the justifications for bonding employees. It also examines the practice in India and draw lessons for Nigeria. It discusses the nexus between employment bond and restraint of trade and also, the employee's right of resignation vis-à-vis employment bond agreement. It dilates employment bond against the backdrop of the doctrine of equality. The paper found that bond agreement are generally lawful under Nigerian labour jurisprudence however, insertion of certain terms, will render same unenforceable. Also, bond agreement is not expressly regulated by the labour legal regime but contract. It argues that non-financial bond agreement that have onerous, unconscionable, unequitable terms, especially in the academia, should be rendered unenforceable ab initio. The paper makes vital recommendation towards regulating the practice of employment bond to protect all labour stakeholders in Nigeria.

Keywords: *Employer, Employee, Employment bond, Nigeria, Restraint of trade. Unfair labour practice*

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