

TO: Edward Enniful, Editor of British Vogue
FROM: Graduate Fog
DATE: 20 November 2017
SUBJECT: Media enquiry about unpaid fashion internships

Dear Edward

Many congratulations on your appointment as Editor of British Vogue, and your first issue of the magazine.

I have been following your latest career move with interest because I am a huge fan of your tough stance on diversity and your commitment to broadening access to the fashion industry (which seems to be crying out for a shake-up!).

As the founder of the graduate careers blog [Graduate Fog](#), I have been campaigning on the twin issues of fair pay and fair access to many industries, including fashion, since 2010.

I am writing because my readers need your help. While we have made huge strides in raising awareness and creating a stigma around unpaid work in many industries, the practice remains a huge problem in fashion. I still hear too many heart-breaking stories of desperate young workers effectively doing full-time jobs for months (sometimes years, added together) without pay, and with no guarantee that a paid job will ever come at the end of it all. Meanwhile, a huge number of talented hopefuls are being locked out of their dream career, simply because they cannot afford to work for free.

As you are no doubt aware, unpaid work is a problem across your industry, within fashion editorial, fashion PR and at fashion houses themselves, and at small, medium and large businesses alike. Put simply, unpaid internships exploit those who do them and exclude those who can't afford to do them. They are also strangling the pipeline of talent and fresh ideas which the UK fashion industry needs in order to continue to flourish.

With this in mind, I would like to ask you the following questions, for an article on Graduate Fog:

- 1) Do you agree that the fashion industry is over-reliant on unpaid interns, and that this must stop?**
- 2) What steps are you taking (or considering) to help end the unfair (and often illegal) practice of unpaid internships in fashion?**
- 3) Would you consider working with campaign groups (like Graduate Fog and Intern Aware) on solutions to the problem of unpaid internships in fashion?**
- 4) Would you consider making a pledge that from, say, January 2019, British Vogue will only work with companies and designers who pay all their employees (including interns) at least the minimum wage for their work?**

I look forward to hearing from you,

With very best wishes,

Tanya de Grunwald

Founder, Graduate Fog