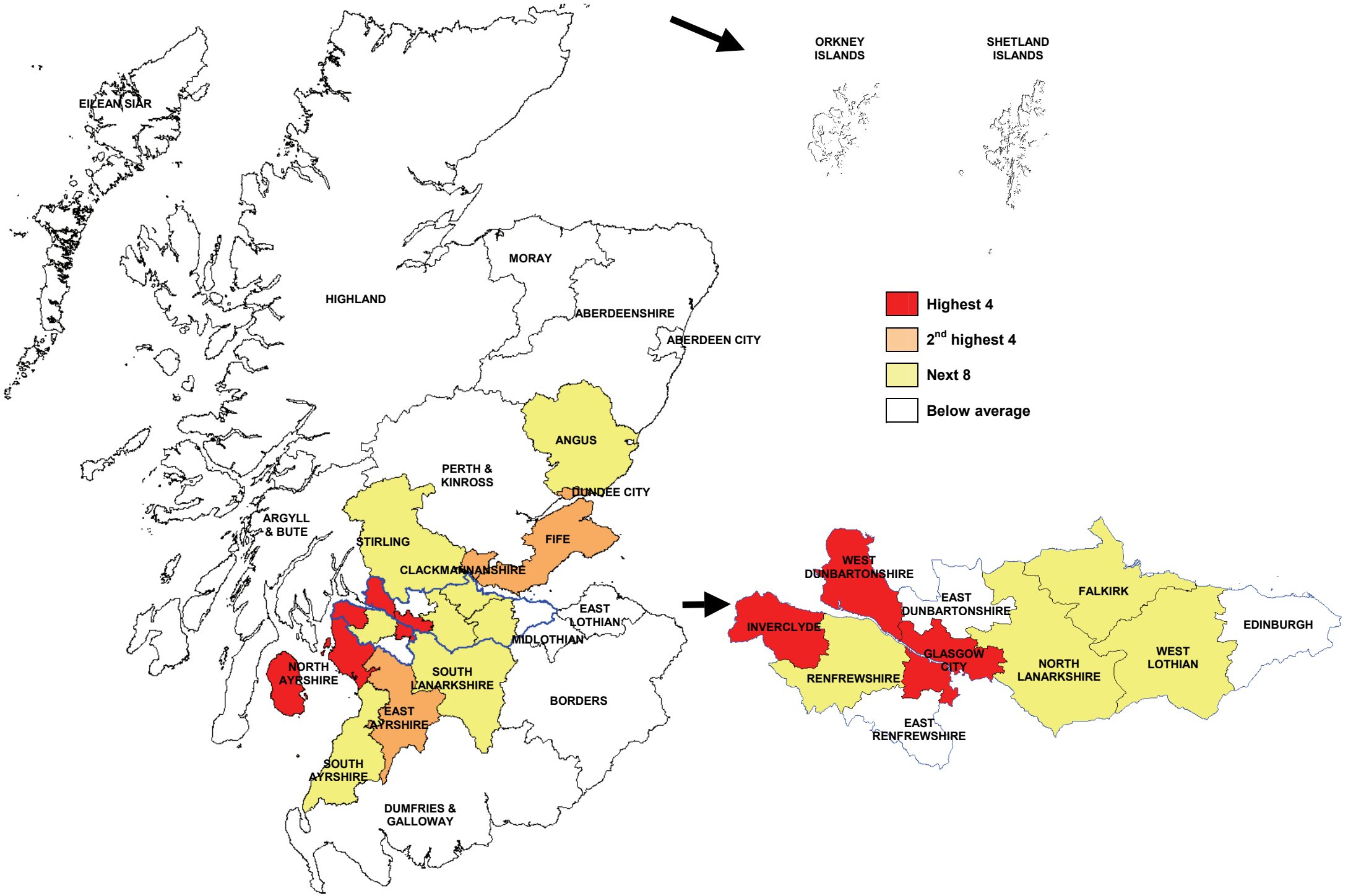Proportion of people aged 16 to retirement lacking but wanting paid work