

# “Twin transition” and organisational settings: empirical evidence from Italian firms

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The increasing policy attention towards the need to promote solutions that combine sustainable and digital transformations - so called “twin transition” - in the European Union (EU) may push technological change towards a new direction. In this paper we analyze how firms are embracing sustainable and digital practices, what guides their choice to “twin” them, and which role of organizational settings, i.e., on how the firms’ choices of internal organization of labor affect their capacity to innovate in “twin” green and digital domains. Being the sustainability transition systemic in nature, its “twin” evolution can be even more complex than its sole green component. Consequently, technological advancements may not suffice in guiding it, as it needs to draw not only on technological but also on organizational changes and new set-ups to be effective.